

Summary of Proposed Restructuring of Church Leadership

1. Please see diagram on proposed structure of church leadership as per Document B.

2. Role of pastors in Elders' Board and Deacons' Boards:

a. In accordance with the C&MA leadership model, the Senior Pastor shall be the chairperson of the Elders' Board. He shall represent the pastoral staff in the Elders' Board Meeting. Congregational Lead Pastors shall attend the Elders' Board Meeting as non-board members. In the absence of the Senior Pastor, the Vice-chairman of the Elders' Board shall chair the meeting. Subject to the approval of the Elders' Board, the Senior Pastor may delegate a Congregational Lead Pastor to represent the pastoral staff in the Elders' Board Meetings.

b. Similarly, the Congregational Lead Pastors shall be the chairpersons of the Deacons' Boards. They shall represent the pastoral staff of their respective congregations in the Deacons' Board Meetings. Congregational Assistant Pastors shall attend the Deacons Board Meetings as non-board members. In the absence of the Congregational Lead Pastor, the Congregational Elder, who is the Vice-chairman of the Deacons' Board shall chair the meeting. Subject to the approval of the Elders' Board, the Congregational Lead Pastor may delegate a Congregational Assistant Pastor to represent the pastoral staff in the Deacons' Board Meetings.

c. The Chinese Youth Pastor shall attend both the Cantonese and Mandarin Deacons' Board Meetings.

d. Children Ministry shall be part of the English Ministry and its staffs shall report to the English Lead Pastor.

3. General guidelines on relationship between the Elders' Board & Deacons' Boards:

3.1 Elders' Board shall be responsible for vision casting and shall have the spiritual responsibility to oversee the entire church.

3.2 Elders' Board shall be responsible for the matters, which affect multiple congregations, whereas the Deacon Boards shall be responsible for actual planning and implementation of the ministries of their respective congregations.

3.3 Elders' Board shall have a good understanding of the work of the Deacons' Boards. The Elders' Board oversees but shall not be actively involved in the normal operational decisions of the Deacons' Boards.

4. Specific Responsibilities of the Elders' Board:

4.1 Church growth (i.e. increase the number of worship services);

4.2 Church planting;

4.3 Mission;

4.4 Theological belief and practices (including but not limited to Christian doctrine);

4.5 Secretary;

4.6 Finance;

4.7 Legal (including but not limited to land title and copy rights);

4.8 External affairs - Dealings with public and C & MA National or District Offices;

4.9 Finalization of church calendar;

4.10 Amendment and execution of Constitution & By-law, AGM & SGM;

4.11 Staffing/personnel matters (including approval of outside speaking engagement);

4.12 Facility & resource allocation matters;

4.13 Membership;

4.14 Discipline;

- 4.15 Resolving congregational disputes and promoting understanding and relationship among congregations;
- 4.16 Church-wide meetings and conferences; and
- 4.17 Appointment of Deacons

5 Specific Responsibility of the Deacons' Boards:

- 5.1 Caring; 關顧
- 5.2 Worship; 崇拜
- 5.3 Fellowship; 團契
- 5.4 Bible School; 聖經學校
- 5.5 Discipleship; 栽培
- 5.6 Local Evangelism; 本地福音
- 5.7 Finance Control; 財務調控
- 5.8 Secretary/Literature 文字; and
- 5.9 Administration. 行政

6. Specific Responsibility of Pastoral Team:

- 6.1 Worship style and format;
- 6.2 Main church theme; and
- 6.3 Special worship or celebration services.

7 The Auditor shall be appointed by and accountable to the Congregation.

8. An Elders' Nominating Committee shall be formed in accordance with the By-laws to nominate candidates for the offices of Elders to be filled, as determined by the Elders' Board.

9. The procedure of formation of the Elders' Board shall primarily remain unchanged and the Elders' Board shall comprise of the following members:

- 9.1 Chairman (normally the Senior Pastor, may designate another board member);
- 9.2 Secretary Elder 書記長老;
- 9.3 Treasurer/Finance Elder 財政長老;
- 9.4 Mandarin Congregational Elder 國語會眾長老;
- 9.5 Cantonese Congregational Elder 粵語會眾長老;
- 9.6 English Congregational Elder 英語會眾長老;
- 9.7 Mission Elder 差傳長老; and
- 9.8 Administration Elder 行政長老

There shall be seven elders in total including the Vice-chairman, who shall be elected internally by elders.

10. A Deacons' Nominating Committee shall be appointed by the Elders' Board to nominate candidates for the offices of Deacons of each Deacons' Board to be filled, as determined by the Elders' Board.

11 Formation of Deacons' Boards

- 11.1 The Elders' Board shall appoint deacons for a term of two years renewable for one additional term upon the recommendation of the Deacons' Nominating Committees.
- 11.2 The Elders' Board shall appoint a Deacons' Nominating Committee for each of the three congregations. The Committee shall consist of the Congregational

- Lead Pastor, the Congregational Elder, one other Elder, and two members from the congregation.
- 11.3 The chairpersons of the Deacons' Boards shall be the Congregational Lead Pastors or such other persons as may be appointed by the Elders' Board.
- 11.4 The Congregational Elders shall be the vice-chairmen of the Deacons' Boards and shall represent the congregations in the Elders' Board.

12. Qualifications of Deacons:

- i. Be a member of WCCAC for at least three (3) years;
- ii. Baptized for at least five years;
- iii. Must conduct his life according to I Timothy 3:1-12 & Titus 1:5-9;
- iv. Believe in, practice and uphold the standard and teaching of holy matrimony of one male & one female (Mark 10:6-7);
- v. Faithful in tithe and offering; and
- vi. Meet additional specific requirements as listed in the job descriptions for each Deacon's position.

13. Qualifications of Elders:

- i. A person, who has demonstrated faithfulness, dedication, leadership, and excellence in ministry in WCCAC in the capacity as a deacon or above;
- ii. Satisfy all other requirements of a deacon;
- iii. Baptized for at least seven (7) years;
- iv. Be a member of WCCAC for not less than five (5) years; and
- v. Meet additional specific requirements as listed in the job descriptions for each Elder's position.

14. The terms of office of the Elders' Board and of the Deacons' Boards shall commence on April 1.

15. Elders and Deacons may appoint assistants, committee members or other supporting co-workers in consultation with the Elders Board or the respective Deacons Boards.