



Bylaws of

# **RESURRECTION CHURCH**

**Hadat - Baabda**

Beirut, Lebanon

**2026**

## **INTRODUCTION**

We believe that God is a God of order and wants the work in His Church to be performed in an orderly manner. For this reason we adopt these bylaws in their two parts, the Articles of Association and the Rules of Procedure.

## **ARTICLES OF ASSOCIATION**

### **Article I: Name of the Church**

The name of this church is “Resurrection Church, Hadat - Baabda, Lebanon.”

### **Article II: Purpose of the Church**

1. To love God and others, and make disciples for Christ through congregational worship, the practice of the Christian ordinances, commitment to the group of life-companions (Life Groups), and a life of holiness in the individual and family life.
2. To live according to the following written values:

### **The Values We Live By**

1. Jesus is our message.  
Everything we say, do, and create points to Jesus—His Word shapes our identity, fuels our mission, and anchors our hope.
2. People are our priority.  
We serve with love, lead with humility, and build community that welcomes, disciples, and empowers every person to grow.
3. Family is our foundation.  
We invest in healthy families—cultivating belonging, building homes of faith, and raising generations to follow Jesus.
4. Prayer is our life-breath.  
We live in constant dependence on God—finding intimacy in His presence, seeking His will in every moment, and interceding for others—because prayer sustains and empowers all we are and all we do.
5. Excellence is our spirit.  
We give God our best—through our creativity, effective team work, management practices, financial giving, being rooted in faith, and passionate service—because mediocrity has no place in a message this great.

### **Article III: Beliefs of the Church**

This church believes that the entire Bible is inspired by God and that the Holy Spirit illuminates the mind of the faithful reader. This is in order for the latter to understand the spiritual realities in It, and believes that the Bible, especially the New Testament, is the only rule and norm and the final reference in matters of faith and its practice. The statement of faith listed below is inspired therefrom:

#### **1. God**

We believe in the one eternal God in three hypostases: the Father, the Son, and the Holy Spirit, and in the immanence of each hypostasis and His eternity, and in the equality of the three hypostases and their unity in one ousia, and that each hypostasis has a distinctive function:

The Father is the Creator and Upholder of the universe and the absolute sovereign over it.

The Son is the redeemer of mankind by His incarnation, His birth from Virgin Mary, His atoning death on the Cross, and His glorious resurrection from the dead. He is the Savior of those who believe in Him and their intercessor with God, and He is the Head of the Church.

The Holy Spirit convicts people of their sins and persuades them to accept Christ as Savior. He dwells in the hearts of the believers, comforts them, sanctifies them, and guides them to the whole truth.

## **2. Mankind**

We believe that man is created in the image of God, but that he fell because of his disobedience and has had a sinful nature ever since.

As a result, man lost his fellowship with God and deserves to perish. However, God, out of the abundance of His love and mercy, sacrificed His only Son Jesus Christ to save man from sin and eternal damnation, to bring man back to fellowship with Him, and to give man a new and eternal life. This new life is received by man by the second birth through the work of the Holy Spirit in him so that he repents and accepts Christ by believing that He is the Savior and the Lord in his life.

## **3. The Church**

We believe that the Church is a local community of baptized believers who meet for worship, witness, and service and are united voluntarily under Christ's headship, all of whom are priests, chosen and holy.

We believe that the local church is part of the whole body of Christ, which is the universal church spread throughout the world and made up of all true believers.

We believe that the Church is an extension of Christ on earth and therefore the Church must represent Him in the best way, be the conscience of the world and its example, and work for its good in the ministry of love.

## **4. The Glorious Future**

We believe that God, in His predetermined time and in His own way, will end the system of this world by the return of the Lord Jesus Christ, according to His promise to the Earth, in supreme glory and in a personal and visible manner, followed by the resurrection of the dead and the last judgment. The believers, with Christ, will share His glory in the kingdom of God and the unbelievers will receive their punishment.

### **Article IV: Membership at the Church**

This Church is composed of members who join it according to Article I of the Rules of Procedure.

### **Article V: Administration of the Church**

1. The Church affairs are managed by a group of believers, through its Senior Pastor and the Leadership Team, who constitute its members and: (1) are in charge of the election of the pastor after a minimum of one year as of the date of the recommendation by the Council of Elders concerning him; (2) are in charge of all its movable and immovable properties; (3) have the right to examine the budget of the Church prepared by the Leadership Team after its ratification by the Council of Elders; (4) and have the right to appeal the elders elected by the Council of Elders if necessary.
2. The Church is self-administered and is not under the control of any other religious authority, but recognizes its duty and privilege to consult and cooperate with other evangelical churches which are similar in faith and order.

## **Article VI: Resources of the Church**

The resources of this church are provided by the voluntary donations of its members, as tithes, pledges, and gifts, and the Church accepts, unconditionally, grants from individuals and other organizations/churches.

## **Article VII: Church Connections**

This church is a member of the Evangelical Baptist Convention in Lebanon and is associated, through it, with the Supreme Council of the Evangelical Churches.

## **Article VIII: Amendment of the Bylaws**

The articles and clauses of the Bylaws may be amended by an affirmative decision of two-thirds of the members present at an ordinary business meeting of the Church, or at a special meeting held for this matter. The amendments shall be submitted in writing to the active members of the Church one month prior to the voting. As for the amendment of the Statement of Faith, it requires three-quarters of the votes of the attending members of the Church.

## **RULES OF PROCEDURE**

### **Article I: Membership in the Church**

#### **1. Qualifications of the Member**

Those wishing to join the Church must have the following qualifications:

- a. To be a true believer in the Lord Jesus Christ by their oral and life testimony.
- b. To be baptized according to the teachings of the New Testament.
- c. To agree with the Church's Bylaws, principles and arrangements.

#### **2. Duties of the Member**

Each member is expected to do what the New Testament teaches about his duties, by attending church meetings, serving according to his talents, giving financially, cooperating with fellow believers, and living a life that honors Christ through his commitment to "The Pathway of Discipleship".

#### **3. Rights of the Member**

Every member has the right to participate in the discussions and vote in the business meetings held by the Church. Every member has rights and privileges equal to those of every other member of the Church.

#### **4. Admission of Members**

The person who possesses the qualifications stated in clause 1 shall be admitted by the Leadership Team through a positive vote of three-fourths of the members after receiving the certificate of "The Pathway of Discipleship." Any complaint submitted by any member is then brought forward to the Council of Elders for final decision.

#### **5. Discipline**

The Leadership Team, with the approval of the Council of Elders, may submit any member who commits any of the offenses set forth in the New Testament or carries out any act that is offensive to the Church, to the discipline of the Church by prohibiting him from participating in the Lord's Supper, exercising his right to vote in business meetings, and serving in the Church Committees.

## **6. Termination of Membership**

The Leadership Team may terminate the membership of any Church member by an affirmative decision of three-quarters of the votes of the members of the Leadership Team, provided that the reason for the termination of the membership is:

- a. The immoral and non-Christian behavior of the member, or committing the sins listed in the New Testament.
- b. A doctrinal deviation from the explicit principles of the explicit Christian faith.
- c. The insistence of the member and their continued violation of the Church's arrangements or if their behavior becomes offensive to the Church and to its good reputation.
- d. If the member is absent from attending the Church meetings for six months without reason or justification, their membership in the Church shall be automatically terminated.

**Note:** The church gives the opportunity to each member charged with a disciplinary offense or termination of membership:

- a. To request the help of any member of the Church as an advisor, a counselor, and an intermediary between them and the Church.
- b. To defend themselves before the Leadership Team.
- c. The Secretary shall inform, by a request from the Leadership Team, the disciplined member of the time and place of the meeting to consider their issue and give them a reasonable opportunity. If the member is absent from the meeting and does not provide an acceptable reason for their absence, the Leadership Team shall have the right to dismiss them in this case in order to protect the Church's reputation.

## **7. Restoration of Membership**

Any member whose membership was terminated by the Leadership Team for any violation can restore their membership upon proof of repentance and the settlement of their issue, or after sufficient clarification of the reality of his actions if there is a misunderstanding of those actions. The restoration of membership requires an affirmative vote by the Leadership Team.

## **8. Transfer of Membership**

Any member is entitled to move to another church, and if he asks for a letter of recommendation, the Church shall give him a letter in this regard or send it to the church to which he intends to move to.

## **9. Shared Membership**

The persons eligible for membership (see Qualifications of the Member, Clause 1) may be accepted as associate members, through a vote of the Leadership Team, if, for a particular reason, they feel they should remain members in their own church, whether Baptist or not, provided that this church is in a remote area of Lebanon or outside Lebanon.

The associate member has the right to attend the business meetings only as an observer and may be required to perform certain special services. The associate member participates in the church fellowship and its worship. The associate member is not considered to be an official member of the Church.

## **Article II: Pastoral Care and Ministry**

### **1. The Senior Pastor**

### **(1) His election**

If the Senior Pastor's position is vacant at any given time, the Elders of the Church, in cooperation with the Church Leadership Team will search for the right pastor. The recommendation of the Council of Elders in this matter would be as a designation for a minimum of one year and a maximum of two years. The Council of Elders shall then submit the name of the new pastor of the Church to the vote. The new pastor is accepted by a majority vote of three-fourths of the total active members of the church attending a legal session.

### **(2) Terms of Service and Termination**

The Senior Pastor elected by the Church is required to serve the Church for an indefinite term. The ministry of the pastor ends either by resignation or by a vote of the Church after a recommendation by the Council of Elders to terminate his service. In this case, a decision taken through the vote of three-fourths of the members of the Church attending a legal session is required. In both cases, the other party shall be granted at least three months notice before the resignation for the end of service to become effective.

### **(3) His Functions**

- a. Setting the vision of the Church, revealed to him by God, sharing it with the leaders and the parish, and being responsible for its successful implementation.
- b. Leading the Church in all aspects of worship and service assisted by the Leadership Team.
- c. Pastoral care direction, teaching, and organizing the pulpit's ministry.
- d. Administering all major business meetings in the Church or appointing persons to replace him in that role.

### **(4) His Integrity**

- a. The Senior Pastor should be an excellent example for the people of the Church, those working in it, and its Elders.
- b. The pastor must lead a life of holiness on the personal and family level and reflect the image of Christ through his attitudes, interpersonal skills, and work ethics, which form the basis of his authority and influence among people.

### **(5) His Ordination**

If the Senior Pastor elected by the church is not ordained, the Elders of the church shall be convoked to a meeting in which the new pastor is consecrated by laying the hands of pastors of evangelical churches.

## **2. The Council of Elders**

### **(1) Their Election**

The Senior Pastor looks for a person who is mature in faith and who enjoys the qualifications of an Elder to perform their role in the Council. It is desirable for the Senior Pastor to consult with the mature members of the church and to take into account the names suggested by the Church members as long as there is no kinship between the proposer and the nominated Elder. The Senior Pastor shall give the name of the new Elder to the Council of Elders for discussion and the decision shall be taken by an affirmative vote of three-fourths of the Council members. After the affirmative vote, the name of the Elder shall be submitted to the General Assembly for information. During the first month of appointment of a new Elder, any eligible member in the Church may object to his appointment by presenting a letter to the Council of Elders with the reasons for the objection, including clear evidence. The Council of Elders shall be in

charge of taking a decision concerning any claim submitted to them.

## **(2) Terms of Service and Termination**

The term of service of an Elder shall be three years and they shall not be entitled to be reelected for more than two consecutive terms. They may be reelected after three years, where the election shall be in two phases: the first phase is the election of half of the members of the Council, and after one year the election of the other half. Both halves shall be reelected after three years.

## **(3) Their Responsibilities**

- a. Helping and supporting the Senior Pastor and his family in order to achieve God's calling to him and the vision given by God to the Church through him, as well as encouraging him to continue giving, growing, and living spiritual vitality and balance.
- b. Supervising, through the Senior Pastor, the realization of the Church's vision which was set through the pastor of the Church and the Leadership Team. The Council of Elders has no administrative role or a direct role in taking decisions related to the ministry. Rather, this is the role of those responsible for the various ministries in cooperation with the Leadership Team under the supervision of the Church's pastor.
- c. Ratifying and supervising the budget of the Church, as set by the Leadership Team.
- d. Holding the Senior Pastor accountable in the event of moral or doctrinal lapse and adopting the appropriate decisions by full unanimity or if full unanimity is not possible, three-fourths of the members of the Council shall submit a letter to the Elder Pastor to intervene in any dispute between three-quarters of the Council members and the pastor of the Church. The word of the Elder Pastor shall be decisive and shall be acted upon by the Senior Pastor of the Church and the Council of Elders.
- e. The Chair of the Council of Elders facilitates effective meetings, promotes unity and clarity among board members, and ensures the board functions prayerfully, ethically, and effectively.

## **(4) Their Integrity**

- a. The Elder should be an excellent example to the people of the Church and those working in it.
- b. The Elder must lead a life of holiness on the personal and familial level and reflect the image of Christ through their attitudes, interpersonal skills, and work ethics, which form the basis of their influence among people.

## **(5) Members of the Council**

- a. This Council shall include men and women who are attested for by the Church.
- b. The Council shall be composed of independent volunteers (at least 80% of the Council being volunteers, provided that no one of their first degree relatives holds a full-time job in the Leadership Team). The other part, not more than 20%, shall be composed of full-time non-independent servants. The Senior Pastor of the Church or another member elected by the Council of Elders shall be the President of this Council.
- c. The number of members of this Council shall be between three and twelve persons.

## **3. The Pastoral Council**

The Senior Pastor appoints, as his helpers, assistant pastors and a pastoral care team

whose main role is to pray and take care of the people of the Church through Life Group leaders.

The assistant pastors must be blameless and must not be recent converts and must be well thought of by outsiders. The Church expects the pastors to attend all meetings and to participate in church activities and prayer in order to achieve the Church's vision and projects. The Pastoral Council may be composed of men or women.

In case the pastoral work is growing, the Senior Pastor can, after consultation with the Elders, the Pastoral Council, and the Leadership Team, appoint an Associate Senior Pastor to be responsible for the pastoral affairs of the Church, then the Pastoral Council comes under his leadership. This pastor may also nominate regional pastors who mentor pastors and counselors who, in turn, will take care of the leaders of the life groups, and appoint pastors for the youth, the children, and the elderly, and appoint a senior officer for the Church Counseling Department, who in turn shall run special mentoring programs for married couples, parents, adolescents, adults, retirees, and those with difficult life experiences. The pastor in charge shall be a member of the Church's Leadership Team.

#### **4. The Church Leadership Team**

The Senior Pastor shall appoint a Leadership Team, made up of staff or volunteers, whose primary role is to implement the vision of the Church. This Council, led by the Senior Pastor, shall set the strategic plan and work to achieve the vision of the Church. In addition, the Leadership Team shall prepare an annual budget at the end of each year and submit it to the Council of Elders for ratification, and then it shall be submitted to the Church for reference.

##### **(1) Its Number**

The Leadership Team shall consist of qualified leaders who achieve the vision of the Church and their number shall be as needed. It is preferable that they are not less than three people or more than twelve people. This Leadership Team shall consist of:

##### **1. The Senior Pastor**

He shall be responsible for the leadership of the church and its leaders, the setting and the realization of the vision, as well as teaching the Word of God and preaching. Check Article II, Clause 1.

##### **2. The Secretary**

He/She shall help the Senior Pastor in the administrative and organizational affairs of the Church. He/She shall record and keep in a register all the decisions of the Church and of the Council of Elders that are taken in the business meetings. He/She shall keep in another register the names and addresses of all members of the Church with the dates of joining of each of them to the Church and the dates of separation or death of any of them, and a record of the baptisms performed, and the marriages held. The Secretary shall issue letters of recommendation approved by the Senior Pastor of the Church or his representative in respect of any member, and shall keep all the correspondences and the official reports concerning the Church. He/She shall be responsible as well for all official notifications and formal invitations issued by the Senior Pastor.

##### **3. Teaching & People Development**

The leader of this department shall be responsible to cultivate a biblically grounded, spiritually mature, and theologically equipped church community through defined criteria for the church model, comprehensive content creation, teaching capacity building, and leadership training aligned with the church's discipleship pathway.

#### **4. Life Stages Care & Ministry Life**

The leader of this department shall be responsible to cultivate the intentional culture of evangelism, fellowship, and pastoral care for our church community through creating a space for them to connect, belong, explore faith, grow spiritually, and serve, journeying alongside each other on the pathway of discipleship at every stage of their life in smaller communities/life groups.

#### **5. Communication & Online Presence**

The leader of this department shall be responsible to champion the church's vision—both online and offline—through creative, strategic, effective, and empathetic communication. We steward internal and external messaging using innovative storytelling, AI-driven solutions, media production, social media, film, and print, aligning every platform and project with the heart of the Gospel and the identity of our church.

#### **6. Community Care Services**

The leader of this department shall be responsible to provide holistic and compassionate care for our congregation and community through ongoing needs assessments, responsive projects, and strategic partnerships to deliver unconditional, personalized support.

#### **7. Church Formation & Development**

The leader of this department shall be responsible to nurture and guide the strategic multiplication of spiritually healthy, mission-driven, online and physical churches by overseeing the health and development of church leadership and congregational life, empowering and caring for tribe pastors, life group leaders, and diaspora leaders, and strengthening partner networks across Lebanon and the MENA region.

#### **8. Worship Life & Art Technology**

The leader of this department shall be responsible to cultivate a dynamic worship & prayer culture across the different life stages and church congregations through providing impactful worship experiences, creating innovative worship & music productions, enhancing audio-visual art technologies, and developing a future generation of musicians, worship leaders, and creative teams.

#### **9. Finance & Management**

The leader of this department shall be responsible to faithfully steward the church's physical resources, people, and partnerships to ensure sustainable and impactful growth of the ministries, by managing assets and facilities to support self-sufficiency, upholding financial transparency and accountability, cultivating strategic partnerships and communications, investing in staff development and well-being, and ensuring legal compliance to protect our operations.

#### **(2) Qualifications of its Members**

The members of this Leadership Team must be known for their spiritual maturity, managerial ability, and sacrifice in ministry, and have the qualifications or competence to carry out their duties and services. In addition, the following criteria are crucial to the appointment of each of these leaders: (a) have a clear calling for ministry in the Church, (b) possess a holy character, (c) have the culture of the Church and be committed to the vision of the Church, its bylaws, and its values, (d) and have the skills that qualify them to perform their duties.

### **(3) Its Term of Office**

This team complies with the laws and policies of the personnel affairs concerning the period and the conditions of employment. The Senior Pastor of the Church may, at any time, dismiss an employee from office in coordination with one of the church elders regarding the reasons for it. In the event of a vacancy in the position of the Senior Pastor, the members of the Church Leadership Team continue to secure the functioning of the Church and the Leadership Team is automatically run by an Elder elected by the Council of Elders until a new pastor for the Church is elected.

### **5. Accountability from Outside the Church:**

Although the independence of the church is essential, there are times in the life of the Church where an objective opinion is of great importance for the vitality, health, soundness, and unity of the Church. The Senior Pastor and the Council of Elders should agree on a source, outside the local church, to be accountable to, so that they resort to that source when needed. This source can be one person or a group of three persons. Pastor Joseph Kassab is the person agreed upon by the Church as the final reference (the Elder Pastor) so that if the Senior Pastor and the Elders are unable to resolve any issue, they raise their case to Pastor Joseph Kassab. If any dispute arises between the Senior Pastor and the Elders, the dispute shall be resolved as follows: In any dispute that arises among the Elders concerning the administration of the Church and the position of the applicant pastor, all parties shall cooperate in an honest and sincere manner to seek the settlement of any dispute. When they see that it is impossible to solve the problem locally, they shall recourse to the Elder Pastor who occupies that position at that time (currently Pastor Joseph Kassab). The final decision taken by this Elder Pastor (or Elder Pastors) shall be considered final and complete, and no other party may be resorted to thereafter.

### **Article III: Associations of the Church**

The Church organizes associations for women and youth and establishes other associations as needed. Each association shall have its own rules of procedure stemming from its nature, needs, and aspirations. The Leadership Team must approve the rules of procedure of each association.

### **Article IV: The Resources of the Church and their Management**

- a. The resources of the Church are secured through tithes and donations given by the members of the Church or by unconditional donations from individuals and other bodies.
- b. There shall be a unified budget and one financial department for all the Church ministries.
- c. The Church Leadership Team shall prepare an annual budget at the end of each year and submit it to the Council of Elders for approval.
- d. The member shall not be entitled to claim the contributions, tithes, or donations that they have already offered to the Church.

### **Article V: Church Meetings**

#### **1. Worship Meetings**

- a. Worship Meetings shall be held weekly on the Lord's Day (Sunday) and on any other day designated by the Church if necessary.
- b. The Lord's Supper shall be administered at times set by the Leadership Team.
- c. Baptisms shall be performed whenever necessary.
- d. Preaching and teaching meetings and conferences shall be conducted as needed.

## **2. Business Meetings**

- a. The Church shall meet once a year, preferably in November.
- b. The Church may be invited to a business meeting whenever necessary. In this case, the meeting must be announced at least one week prior to the meeting and state the reason for the meeting, its time, and place.
- c. At every business meeting, more than half of the Church members should be present if there is a need to make decisions that are in the Church's authority (cf. Article 5: Administration of the Church), otherwise the Church members shall be informed of the achievements in the annual meeting and there will be no need for the absolute majority.
- d. The Senior Pastor shall organize the business meetings or assign others to do so. In case the Senior Pastor is absent, and if he has not assigned anyone to replace him and the Church is forced to hold a business meeting, then the Council of Elders shall appoint a person to run the business meeting on that incident only.
- e. If there is a need to vote on certain subjects, members of the Church may be asked to vote by e-mail, and the voting shall be legal and valid. Letters are sent to the Secretary and to one of the church Elders to count the votes and announce the results.

## **Article VI: Church Properties**

In the event of the dissolution of the Church, its movable and immovable property shall be transferred to the Evangelical Baptist Convention in Lebanon.

## **Article VII: Amendment of the Rules of Procedure**

The rules of procedure may be amended by an affirmative vote taken by two-thirds of the Church members at an ordinary Church business meeting or at a special meeting held for this matter. The amendments shall be submitted in writing to the Church members one month prior to voting.

## **Appendix on the Elders and their Duties:**

### **First: Characteristics of the Elders**

- a. They should have Biblical qualifications and a strong interest in interpersonal relationships and be competent and inviting.
  1. In order to be eligible to be an Elder, a person should enjoy the attributes of the Elders stated in 1 Timothy 3:1-7 and Titus 1:5-9.
  2. Unity is the basis of the Elders' work. Unity is not defined as congruence and similarity. From the biblical point of view, we find unity where there is an open dialogue and a diversity of opinions and views. The core of permanent unity is to give relationships a higher value than joint achievement or personal satisfaction or spiritual ideals. In Psalm 133, God bases His blessing on the basis of brotherly love, not spiritual idealism or common and collective achievement.
  3. The Elder should be "compatible" with other Elders and give relationships a greater value than other issues.
- b. They should not have a political position (personal interest and agenda) in ministry.
  1. The Elder should be able to defend the decisions of the group and be able to refute the differences with a pious character. In achieving the work of the Church, the Elder should be able to express differences truthfully and honestly, and to present their own views honestly and lovingly during meetings. The Elder should be honest about the differences of opinion and about what they feel and think

about it, but the spirit of rivalry and contention cannot be accepted.

2. The Elder should not act secretly or without authorization outside the Elders' meetings. Political behavior (personal interest and agenda) is destructive to ministry work. Influencing the opinions of other Elders or members of the church to reach a consensus in order to support a particular position, especially if that position is not presented honestly to the Council of Elders, and is not debated in the Council of Elders' meetings, can be considered a personal political work.
3. The Elder should not present a political identity about themselves as being the representative of the needs of a certain group in the Church who want to see a change in a particular area. The responsibility of the Elder is to listen to God in regard to His vision, leadership, and care of the people of the Church. Sometimes this involves seeking to know the needs and concerns of Church members and to listen to them concerning some matters before the Council of Elders. But this does not mean that the Elder is primarily responsible for representing and fulfilling the needs and desires of the people, as their primary responsibility is to care for them and lead them as a representative of God in this regard.
4. The Elder should not adopt a position of mistrust or see themselves as a "guardian of the fence" appointed by God to be a guardian and a supervisor of the Church or of the Pastor or the financial matters or any aspect of ministry. The Elder should be characterized by a spirit of love, filled with faith, honesty, and commitment and he should leave no room for mistrust. When a certain Elder cannot trust the work of God through the common voice of other Elders, but feels that he has to protect and monitor in a spirit of doubt, this is a sign that the cloak of the church leadership was taken off him as God does not work in division and disintegration.

c. They should be gifted in management.

Management gifts are shown in the following qualities:

1. Vitality must appear on the Elder while carrying out the service of supervision and administration of the Church.
2. The Elder must be able to see the whole picture and not be limited to specific aspects of the ministry.
3. The Elder must recognize and respect the structure of the authority and work within the structure of the organization/ Church, respecting the role of the Senior Pastor.
4. The Elder can tolerate criticism during decision-making in addition to being able to defend their position without feeling cowardly as a result of the opposition by others to his opinion.
5. The Elder must have a loyal heart that reflects his support for the Senior Pastor and the Council of Elders in public, as well as their support for the Church members.

## **Second: The Structure of the Eldership is Separate From the Administration**

- a. Church workers and day-to-day management are under the leadership and guidance of the Senior Pastor. The Senior Pastor is the one leader of servants and ministries and the voice of the Council of Elders to the Church.
  1. The meeting of elders is the right place for any elder to express their concerns and interests concerning the implementation of the vision or the results of the ministry in a particular area.
  2. The elders should not use their position to direct or correct the Church employees.
- b. The Senior Pastor should have clear criteria to work upon, which are set and reviewed by the Council of Elders.

1. Criteria provide protection and a way for accountability at the same time.
2. The criteria should be broad enough to grant real authority:
  - Authority to occupy the approved positions and posts.
  - Authority to terminate the service of employees and workers if needed.
  - Authority based on clear and defined operations in matters of financial and budgetary matters.
- c. The Senior Pastor should be the absolute leader of the Church in everyday affairs, but he also acts as the representative of the common heart and mind of the Council of Elders in the relationship with the workers and the Church people.
  1. The Senior Pastor is the one who connects the Council of Elders with the church/organization.
  2. The Senior Pastor and the Elders, when working properly, should show each other mutual respect and honor.

### Third: Valid and Sound Meetings

- a. The Senior Pastor or another member elected by the Council of Elders should serve as the President of the Council of Elders.
- b. In his capacity as the President of the Council, the Senior Pastor, or another member elected by the Council of Elders, shall be responsible for preparing the agenda and leading the meetings.
- c. The Elders should not run small aspects of the Church, depriving the Pastor of some of his powers (according to the criteria determined by the Council) in the administration of the Church.
  1. It is not permissible for the Elders to dictate to the Pastor what he has to say during preaching and teaching.
  2. The Council of Elders shall not decide on matters related to the Pastor's Secretary or those working with him.
- d. All the decisions should be taken in a spirit of worship and prayer. Ample time should be allowed to pray and to think about discussing various issues, and if necessary, decision-making should be postponed to another time in order to allow for more prayer.
- e. Relationships are always more important than issues. A sincere, frank, and pleasant dialogue is absolutely necessary.
- f. Confidentiality is absolutely essential.

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This constitution was adopted by the Church on 17 February, 1980; amended on 19 December, 1982; revised on 20 April, 1986; amended on 15 December, 1991; revised on 14 December, 2003; amended and revised in November 2009; revised in November 2013; amended and revised in September 2018; and amended and revised in February 2026.

## 2026 Edition