

The Home of Christ Church in Fremont

福立蒙 基督之家教會

Bylaws

會章

Table of Contents

目錄

Foreword2

I. Beliefs of the Church3

II. Characteristics of Local Churches3

III. Organization4

IV. Board of Directors5

V. Administrative Structure6

VI. Church Members8

VII. Elders 11

VIII. Board of Elders..... 14

IX. Deacons 18

X. Salaried Ministerial Staffs 21

XI. Joint Board of Elders and Deacons... 24

XII. Vacations and Retirement..... 28

XIII. Annual Congregation Meeting 28

XIV. Supplementary Articles 30

Appendix I The Apostles' Creed 31

Appendix II Principal Articles 31

Appendix III Our Beliefs..... 33

前言 2

【一】 教會的信仰 3

【二】 地方教會的特點 3

【三】 組織體系 4

【四】 董事會 5

【五】 行政組織 6

【六】 會員 8

【七】 長老 11

【八】 長老會 14

【九】 執事 18

【十】 受薪牧者聖工人員 21

【十一】 長執會 24

【十二】 假期與退休 28

【十三】 年會 28

【十四】 附則 30

附錄一 使徒信經 31

附錄二 基督之家守則 31

附錄三 基督之家信仰 33

Foreword

The following three items are the fundamental spirit of the establishment of the Home of Christ. They must be adhered to forever, so as not to lose direction:

1. The Home of Christ began with a vision (1 Timothy 3:15). The church is a home, not a secular community organization. The family pays attention to one another; community organizations focus on self and personal interests. Therefore, as a family, we must care for each other, do nothing out of selfishness, embrace each other in love and kindness, and make visitors feel at home.

2. The church must facilitate five functions: preach the Word, worship God, know the Spirit, experience grace, and serve one another.

3. The church must establish one goal: grow with stability, and progress in development, until the Lord comes.

前言

下列三項，為基督之家成立之基本精神，必須永遠堅持，以免迷失方向：

一、基督之家開始於一個異象(提前 3: 15)。教會是家，不是社團組織。家講究骨肉之情；社團組織講究利害關係，觀點現實。因此，作為一個家，必須彼此關懷，互無所求，享受愛心的包容，溫暖的幫助，有賓至如歸的感受。

二、教會必須具體提供五項服務：有道可聽，有神可拜，有靈可感，有恩可蒙，有工可做。

三、教會必須樹立一項標竿：在安定中求發展，在發展中求進步，直到主來。

I. Beliefs of the Church

The Home of Christ Church was founded by a group of Christians who believe Jesus Christ is their savior. It is a local church independent of any denomination. Our beliefs (Appendix III), our ways of living, and our services in the church are all founded on biblical teachings. We are also willing to abide by the Apostle Creed (Appendix I) and the Principle Articles of The Home of Christ (Appendix II). Within the church, we receive each other with love, and learn to support each other in services. Outside the church, we strive to spread the words of Gospels, so that the Kingdom of Lord will flourish and prosper.

II. Characteristics of Home of Christ Churches

Since the founding of the first Home of Christ Church in the San Francisco Bay Area in 1978, by the grace of the Lord, several Home of Christ churches have been established. The Home of Christ Church in Fremont was established in November, 1979.

Each Home of Christ Church operates in accordance with the principles of the local churches the Bible has inspired. The church attracts new members from local communities to serve in the church. The church members in turn provide with the church needed operation funds. The administration and operation of the church are also tailored to fit the needs of local communities.

With the Lord's blessing, new evangelical strongholds that we develop will be gradually turned into another Home of Christ Church.

(一) 本家教會的信仰

基督之家是由一群信奉救主耶穌基督的基督徒所組成，是超越宗派的地方教會。我們的信仰(見附錄三)，生活和事奉都以聖經為依據，並願共同遵守使徒信經和基督之家守則(見附錄一和二)對內彼此相愛，學習配搭事奉，對外廣傳福音，興旺神的國度。

(二) 基督之家教會的特點

蒙神祝福基督之家自1978年在舊金山灣區成立以來，先後發展成多個教會。福立蒙基督之家教會成立於1979年11月。

各家均按聖經啟示之地方教會原則，就地取材(人事)，就地取財(經費)及就地取裁(行政)。

主若許可，今後拓展新的福音據點，將依序發展成新的基督之家教會。

III. Organization of the Home of Christ

Figure 1 shows the overview of the organization structure of The Home of Christ Church in Fremont (abbreviated henceforth as The Church).

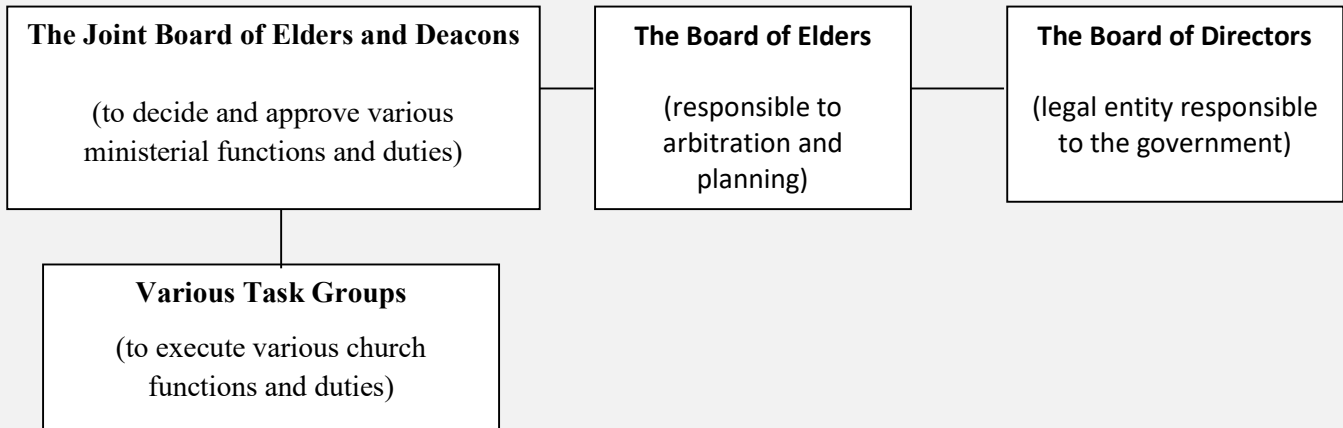
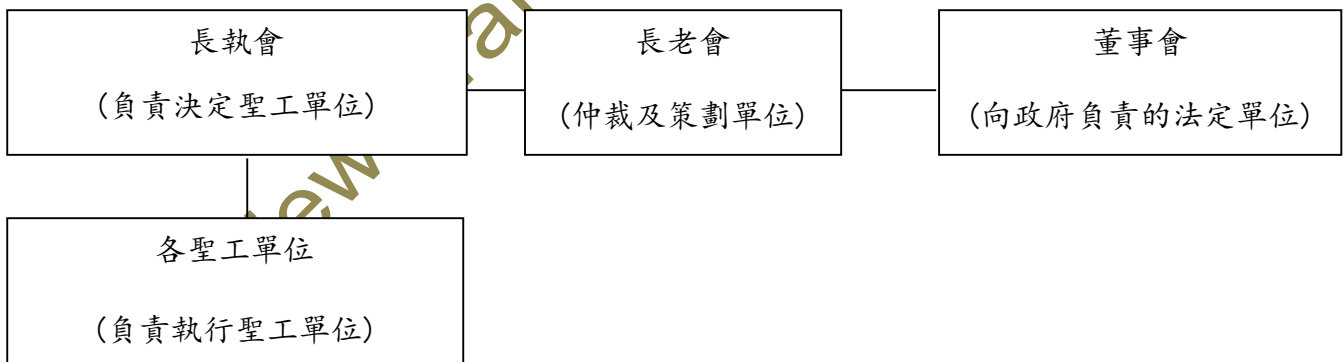


Figure 1: The Organization Structure of The Church

(三) 基督之家的組織體系

福立蒙基督之家教會-The Home of Christ Church In Fremont-(以下簡稱教會或本家)的體制總體而言，如下圖所示：



The fundamental organization structure of The Church includes the Board of Directors, the Board of Elders, the Joint Board of Elders and Deacons, and various ministerial task groups. The constituent members of each group, their job responsibility and authority, and their relationship are described below.

教會的基本體制有董事會，長老會，長執會，及各聖工單位。各組織的成員，職權並相互的關係，將分別列舉於後。

IV. Board of Directors

- A. This church is a non-profit religious organization legally recognized by the government. On behalf of the church, the Board of Directors manages all matters that have relevant concern with the government, such as incorporation of the church, and filing taxes, etc.
- B. The board members comprise of members of the Board of Elders. If the situation requires, it may invite other people with relevant interests to join the board. Those invited must be either brothers or sisters in Christ, and their total number may not exceed that of the elders. The chairman of the Board of Elders also chairs the Board of Directors.
- C. The chairman of the Board of Directors calls the board meeting. Depending on the needs of the church, the meeting may or may not be regularly scheduled. The chairman shall notify each director of the time and place of the meeting.
- D. Reaching a quorum requires the attendance of at least half of the directors. Any decision made by the board requires the approval of at least two-thirds of the directors attending the meeting.
- E. All decisions made by the Board of Directors needs endorsement of the Joint Board of Elders and Deacons.
- F. Due to health problem, relocation or other personal reasons, the member of the Board of Directors may request for relief of duty before his/her term end. The Board of Directors should elect another member to fulfill the vacancy as required.

(四) 董事會

(A) 本教會為政府承認之非營利事業的合法宗教機構。董事會對外代表教會，處理教會和政府間有關全教會事務，如立案，修改會章，報稅等。

(B) 董事會的成員由教會長老會的成員所組成，或按需要可邀請主內有關人事參加，但該人員不可超過本家長老人數，董事會主席由長老會主席擔任。

(C) 董事會主席得按教會實際需要，定期或不定期召開董事會。開會前將開會時間，地點，通知每位董事。

(D) 董事會成員的至少半數以上，構成董事會法定人數。所有決定均須至少出席人數三分之二通過始為有效。

(E) 董事會的一切決定均需經長執會認可。

(F) 董事會成員在任期未滿期間，倘因健康欠佳或遷離本地或其它個人原因，可請辭其在董事會的職務。董事會根據必要，得推選其他成員暫代其職務。

V. Administrative Structure of the Church

All the church members, elders, deacons, and shepherds, should collaborate together and support each other to drive the church's ministerial works. Figure 2 illustrates an organizational structure for administrative reference.

The Church establishes a Board of Elders and a Joint Board of Elders and Deacons. The two boards collaborate with each other to manage all ministerial functions of the church. The organization, members, authority, term of service, and meeting guidelines are described below.

(五) 教會的行政組織體系

教會的會員、長老、執事、牧者，彼此配搭，一同推動聖工。教會各聖工的組織架構可參照下表。

教會設立長老會和長執會，配合處理教會一切聖工，其組織、成員、職權、任期、開會方式等都分列於後。

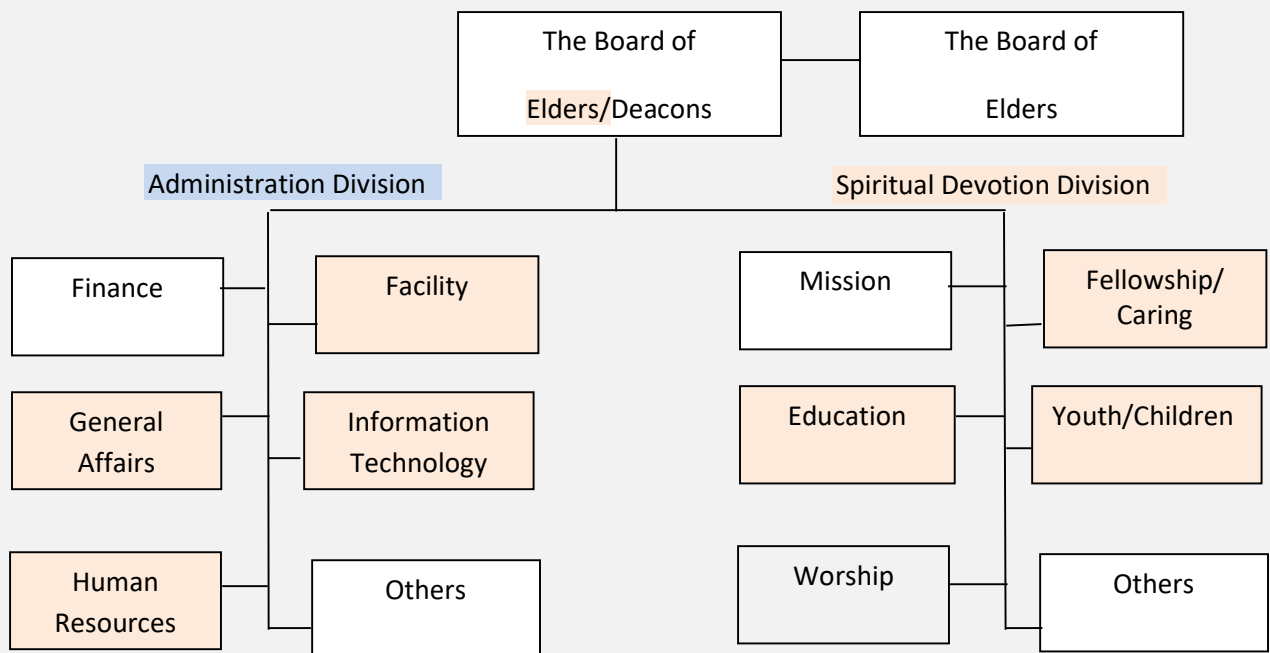
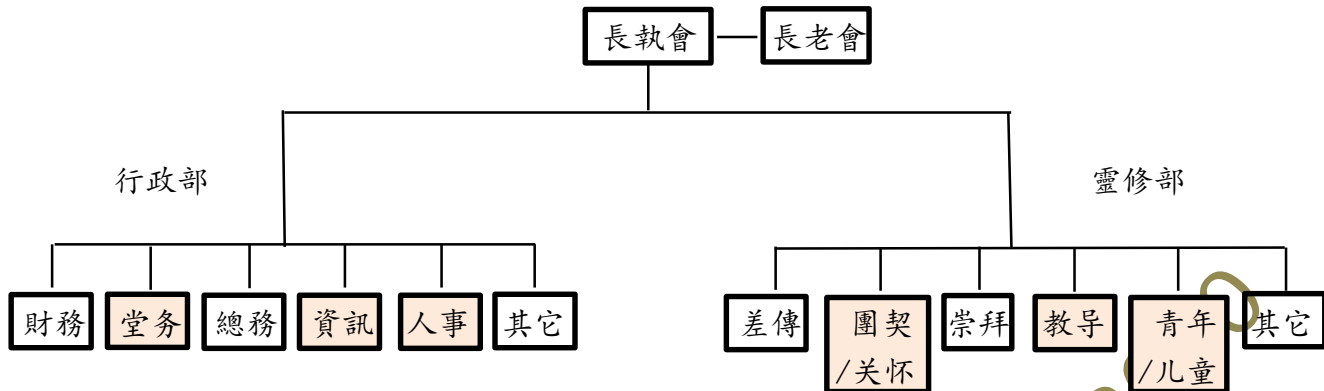


Figure 2: Administrative Structure



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VI. Church Members

Members are fundamental building blocks of the church.

(A) Qualification

- (1) Those who have accepted Jesus Christ as their savior, and were baptized in this church (by immersion or sprinkling).
- (2) Those who were baptized (by immersion or sprinkling) in churches that embrace unadulterated beliefs (refer to Appendix 3), have attended the gathering in this church regularly, and are willing to apply to join this church as members.

Those who meet the requirements as stated in (1) or (2) above may apply for membership with this church. The applicant becomes a member of this church after the Membership Committee has validated the qualification and the Joint Board of Elders and Deacons has accepted the application.

(B) Authority and obligation of members

1. They may participate in services and various ministerial works of the church.
2. They may request the church to officiate the events in Christian ceremony for wedding or funeral in the church.
3. Members of age 18 or above have the right to vote in the church.
4. Following the teaching of the

(六) 會員

會員為構成本家的基本成員。

(A) 會員資格

(1) 凡接受耶穌基督為救主，並曾在本教會接受水禮(浸或洗)者。

(2) 曾在信仰純正(見附錄三)的教會接受水禮(浸或洗)，固定在本教會聚會，願意申請加入本家會籍者。

凡符合以上(1)或(2)的資格，可向本家申請入會，經會籍組負責審定，長執會接納者，得以成為本教會會員。

(B) 會員的職權與義務

(1) 可以參加本教會的事奉聖工。

(2) 遇有婚喪喜慶等事，可請本教會主持基督教儀式。

(3) 年滿十八歲會員，在本教會年會中享有投票權。

Bible, members have the obligation to contribute to the church as God has enabled and directed them.

5. Members have the obligation to be a witness of God, such as introducing friends and relatives to God, teaching their children Biblical truth, and building a Christian family.
6. Members agree to obey the bylaws of the church, and abide by the resolutions the Board of Elders or the Joint Board of Elders and Deacons has adopted.
7. Members should participate in the Annual Congregation Meeting.

(C) Termination of membership

When one of the following situations arises, the membership will be terminated. The Membership Committee will confirm and record the case with the Joint Board of Elders and Deacons.

1. Members who have withdrawn from this church and notified the church.
2. Members who have moved away, or are unable to regularly attend the church gathering for more than twelve months.

(4) 應遵照聖經教導以及神的供應和感動為教會奉獻己力。

(5) 會員應為主作見證，例如帶領親友信主，教導子女學習真道，建立基督化家庭。

(6) 遵守本家體制章程及長老會、長執會的決議。

(7) 會員應參加年會。

(C) 會員身份的終止

如發生下列各項情況之一，會員身份即告終止。經會籍組確認後，交長執會備案。

(1) 凡會員自願退籍並通知教會者。

(2) 已遷離本地區，或不能固定來聚會長達十二個月以上者。

3. Members with severe violations of Biblical teaching or causing disturbance to this church. The termination process needs at least two members of the Joint Board of Elders and Deacons to file a motion in writing, and after investigation by the Board of Elders, to be approved by at least two-third of members attending the meeting for the Joint Board of Elders and Deacons to terminate their memberships.

(3) 凡會員言行有嚴重違反聖經教訓或造成教會紛擾不安者。終止程序應由至少兩名長執會成員以書面的形式提出，經長老會查核，並長執會至少三分之二出席人數贊成，得以終止其會員身份。

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VII. Elders

Elders, who are foundational to the church, provide leadership for various ministerial functions of the church. Elders and Pastors support each other to drive various ministerial functions of the church. It is their role to care for members' spiritual well-being and behavior, and ensure the practice of unadulterated beliefs in the church. They devise plans and carry out tasks essential to the growth, development and changes of this church.

(A) Selection of Elders

1. The Board of Elders would nominate a potential candidate. The acceptance is by at least two thirds of the votes of the elder board. Both parties should pray for each other. If the nominee accepts the nomination, the Board of Elders shall propose its nomination to the Joint Board of Elders and Deacons, and requests its confirmation by at least two thirds of the votes of the Joint Board of Elders and Deacons. Once the nomination is confirmed, the Board of Elders shall announce the nomination to the congregation. If there is clear blessing from God with at least two third of the votes of the congregation meeting, the Board of Elders shall proceed to ordain the new elder.
2. If for whatever reason, an incumbent elder is unable to carry out the duty, or when the average number of total Sunday service attendees has increased by fifty, the Board of Elders should propose new elder candidates to the Joint Board of Elders and Deacons

七) 長老

長老為領導教會聖工的主要基幹的職務。長老是和牧者配搭推動教會各樣聖工，關心會員靈性及行為，保持教會純正的福音基要信仰，策劃、協助並推行聖工興革事項。

(A) 長老的產生

- (1) 新長老得經由長老會提名，並至少三分之二出席人數同意後，即告知當事人。經彼此禱告，如候選人同意接受，則由長老會將候選人名單向長執會提案推薦，該提案須經長執會至少三分之二出席人數通過後向全體會員公示 60 天，然後召開會員大會進行複決投票，至少三分之二出席人數通過方可擇日舉行按立典禮，成為本教會長老。
- (2) 若現任長老因故離任，或教會聚會平均總人數每增加五十人時，得由長老會依長老資格的規定，向長執會提案推選新長老。

(B) Qualification of Elders

1. The candidate must be a member of this church. His beliefs and conduct must meet the criteria of the Bible (1 Timothy 3:2-4; Titus 1:6-9 and 1 Peter 5:1-3).
2. The candidate must be a baptized Christian (by immersion or sprinkling) for more than 7 years, and has served in this church for more than five years. He must be at least 35 years in age, and is blessed with the ability to shepherd, to teach and manage the church. He must be willing to accept the ministerial duty and submit to each other, and has won the adoration and trust of church members.
3. In addition to the directly responsible ministries, the candidates should actively participate and support joint meetings, e.g. prayer meetings, evangelistic meetings, revival meetings and retreats.

(C) Service of Elders

1. Elder is a spiritual position called by God to serve church for life. Elders and pastoral staff are essential members of the Joint Board of Elders and Deacons.
2. When reaching the age of 70, the elder will be promoted to Honorary Elder, and will not hold active duty on the Joint Board of Elders and Deacons or the Board of Elders.

(B) 長老的資格

- (1) 長老人選必須為本家會員，信仰品行符合聖經的要件。(提前 3: 2-4, 多 1: 6-9; 1 前 5: 1-3)
- (2) 長老人選必須信主受水禮(浸或洗)七年以上，在本教會參加事奉五年以上，年滿三十五歲，具有牧養，教導和治理教會的恩賜，願意接受聖職，彼此順服，且得眾會員愛戴和信任者。
- (3) 長老人選除本身積極參與聖工之外，也參與和支持教會聯合性的聚會，如禱告會、佈道會、培靈會、退修會等。

(C) 長老的職務

- (1) 長老是被神呼召終身來服事教會的一個屬靈身份。長老與牧者同為長執會中的必要成員。
- (2) 長老至年滿七十歲者，升為榮譽長老，不再擔任長執會或長老會中實際工作。榮譽長老得以其服事的經歷繼續在教會協助各項聖工並栽培、造就同工，但應當尊重現任聖工負責同工

With service experience, Honorary Elders continue their servings at church by raising and supporting coworkers, and respect decisions of incumbent coworkers.

(D) Serving and offering are the ways of receiving God's blessing. Elders should set a good example of leadership.

(E) Due to health problem, relocation or other personal reasons, the elder may request the Board of Elders for relief of duty.

(F) If the beliefs, or the acts or behavior of an elder has flagrantly violated the teaching of the Bible, a discipline process is initiated. This process needs at least two members of the Joint Board of Elders and Deacons to file a motion in writing, and after investigation by the Board of Elders, to be approved by at least two-third of members attending the meeting for the Joint Board of Elders and Deacons to make correction, suspend, or relieve his/her duty.

If the concerns regarding the elder are resolved, the Elder Board can propose to reinstate the elder. The elder can resume his position if at least two thirds of the Joint Board of Elders and Deacons agrees.

(G) While serving on shepherding, managing, maintaining or other ministries according to the needs of the church, the elder can be compensated reasonably through the proposal by the Board of Elders and confirmation by the Joint Board of Elders and Deacons.

所做的決定，避免造成意見的衝突。

(D) 參與事奉和奉獻是蒙福之道，長老須有率先倡導的榜樣。

(E) 長老倘因健康欠佳或遷離本地或其它私人原因，可向長老會請辭其長老的職務。

(F) 長老倘在信仰或言行上有違背聖經教訓，情節嚴重者，應啓動紀律程序。該程序由長執會至少兩名成員以書面的形式提出，經長老會查核後，在長執會立案，並至少三分之二長執會出席人數贊成，得以指正、停止或解除其職務。

無論長老因何故停止或解除職務，待相關因素解除後，可由長老會提案，經長執會至少三分之二出席人數同意後方可恢復其長老職份。

(G) 若長老因教會的需要，全時間投入牧養、管理、維護、或其它教會的事工。可由長老會提議並經長執會確認後，支付合理的薪資。

VIII. Board of Elders

The Board of Elders is the highest decision-making unit of the church. It devises plans and arbitrates, and resolves major issues of the church through meetings.

(A) Members

- (1) Member of the Elder Board are selected from the elders and pastors by the Joint Board of Elders and Deacons. As the need arises for new Elder Board members, the Elder Board will verify the eligibility and availability of the Elder Board candidates and provide the list of Elder Board candidates to the E/D Board for affirmation. The candidate who is affirmed by at least two thirds of the attending members of the Joint Board of Elders and Deacons will be elected as a new member.

If the number of the members of the Board of Elders is not able to meet the minimum requirement (per VIII(A)(4)), the Board of Elders needs to nominate other candidates from the Joint Board of Elders and Deacons, and go through the affirmation process by the Joint Board of Elders and Deacons to fill the deficiency.

- (2) Pastors are eligible for becoming members of the elder board.
- (3) The Elder Board will have no fewer

八) 長老會

長老會是教會最高決策及仲裁單位。對於策劃並推進教會興革事項、排解及仲裁教會重大待決事項、堅固和建造信徒靈命生活以及教會組織等等方面的課題，由會議方式裁決之。

(A) 成員

- (1) 長老會成員應由長老會確認資格及本人意願之後所提列出的教會各長老和牧師名單中，得到長執會至少三分之二出席人數的同意後推舉而出。

如果經推舉程序之後，長老會的成員仍不能足額（參見 VIII (A) (4)），長老會應在長執會成員中提名增補，再由長執會進行推舉程序以增補差額。

- (2) 牧師具備長老會成員的候選資格。

- (3) 長老會的成員席位至少五位，至多七

than 5 members and no more than 7 members.

(B) Organization

- (1) A chairman is selected to preside over the Board of Elders. The appointment of the chairman is by mutual nomination among elders. The length of service of the chairman is one year.

The elected chairman appoints another elder board member as the acting chairman of the Board of Elders in the case of absence.

- (2) Members of the Board of Elders are limited to two consecutive terms. Each term is up to three years.

- (3) If any member leaves without completing the term and the resulting number of members of the Elder Board not meeting the minimum requirement, the Board of Elders should initiate the process to resolve the deficiency of the Board of Elders (per VIII (A)(1)).

(C) Roles and responsibilities of the Board of Elders

- (1) Devise church direction and goals for next 3 years and long term. Regularly report to the Joint Board of Elder and Deacons their progress and status.
- (2) Uphold the purity of true gospel beliefs, and supervise ministerial works in all divisions so that nobody will deviate from the true path.

位。

(B) 組織

- (1) 長老會設主席一人，由長老會成員互相推選產生，任期一年。

主席缺席時，其職務由主席指定之代理人暫代之。

- (2) 長老會成員的每一任期最長為三年，至多可連續兩任。

- (3) 若長老會成員任期中離退，造成不能足額，長老會應啓動推舉程序以增補差額（參見 VIII (A) (1)）。

(C) 職權

- (1) 策劃教會未來三年以及長期的方向與目標，並定期向長執會報告目標執行進度。
- (2) 保持教會的純正福音基要信仰，督責各部門聖工，使之不離真道。

(3) Ordain new elders.

(4) Oversee the faith of employed ministerial personnel, review their job performance, adjust their compensation, consider their job promotion, make arrangement to ordain shepherds, and prepare job offer letter, etc.

(5) To search and recommend the hiring of shepherds to serve in the church.

(6) In the absence of the senior pastor, the Board of Elders will assume the role of the senior pastor to arrange sermons and shepherd the congregation.

(7) To adjudicate important issues that the Joint Board of Elders and Deacons cannot resolve. Once the Joint Board of Elders and Deacons has submitted the request for adjudication, the decision of the Board of Elders will be final.

(8) When there is an emergent issue that requires immediate resolution, but there is not enough time to call for a meeting with the Joint Board of Elders and Deacons, the Board of Elders will act on its

(3) 負責新長老的按立。

(4) 負責專職聖工人員信仰與工作的審核，待遇調整，職位升遷，按牧安排，製發聘書等事宜。

(5) 負責提名、接洽、延攬牧者參加事奉。

(6) 遇有主任牧師出缺時，由長老會代理安排主任牧師之各項職務，包括講台供應及群羊牧養。

(7) 裁決長執會議難以解決之重大事件，經長執會決定提交後，長老會的決議定即為最後的裁決。

(8) 若遇教會偶發緊急事件，不及召開長執會處理時，由長老會負責處理，事後通知長執會存案。

behalf. Once the issue has been resolved, the Board of Elders shall notify the Joint Board of Elders and Deacons of the result and record the case with the Joint Board of Elders and Deacons.

- (9) To interpret the bylaws of this church when question arises, set church positions on specific issues, and put the cases on record.

(D) Meeting practice

- (1) Depending on the needs, the meeting may or may not be regularly scheduled. The chairman of the Board of Elders will call the meeting. Reaching the quorum requires the attendance of at least two-third of elders. Passing a resolution requires the approval of at least two-third of attending members.
- (2) If the subject matter under discussion involves a particular member, that member should be able to make a statement, but should withdraw from the discussion and abstain from voting.
- (3) Depending on the practical needs, the Board of Elders may invite other relevant people to attend the meeting.

- (9) 負責解釋本家會章的疑義，以及本家針對特定議題的立場，並列入檔案。

(D) 開會方式

- (1) 由長老會主席召開定期或不定期長老會議，長老會成員至少三分之二出席為成會人數。議案討論後，必須出席人數至少三分之二贊成，才能通過為決議。

- 2) 當討論個案議題時，有關當事人有權陳述，但應迴避討論，亦不參加表決。

- (3) 長老會視實際需要，可邀請有關人員列席開會。

IX. Deacons

Deacons are key co-workers who carry out various ministerial functions of the church.

(A) Qualification

- (1) The deacon must be a member of this church. His/her faith and conduct must fundamentally meet the criteria set by the Bible (1 Timothy 3:8-13 and Acts 6:3).
- (2) Regardless of gender, he/she who is between 25 to 70, inclusive, has been baptized (by immersion or sprinkling) for at least five years, and has attended this church for more than two years, is eligible.
- (3) In addition to the directly responsible ministries, the deacons should actively participate and support joint meetings, e.g. prayer meetings, evangelistic meetings, revival meetings and retreats

九) 執事

為執掌、推動、執行各項教會聖工的核心同工。

(A) 執事人選的資格

- (1) 為本家會員，信仰品行符合聖經（提前3:8-13，徒6:3）的要件。
- (2) 不分性別，年滿二十五歲起至七十歲止，受水禮（浸或洗）五年以上，在本家參加事奉二年以上者。
- (3) 除本身積極參與特定聖工之外，應參與並支持教會聯合性的聚會，如禱告會，佈道會，培靈會，退修會等。

(B) Election of deacons

The Board of Elders shall decide the total number of deacons based on the amount of ministerial works needed to be conducted.

- (1) Each year, the Board of Elders shall propose a list of recommended candidates for the Joint Board of Elders and Deacons to approve.
- (2) Excepting special reasons, deacons whose terms are expiring automatically become candidates for the next term. However, those who have been absent from the Joint Board of Elders and Deacons meetings without any justifiable reason four times or more will not be considered.
- (3) Nomination of new deacons takes place each year. It is important to have new and old members to serve concurrently in the board to ensure continuity of all ministerial works.
- (4) The names of candidates shall be publicly announced to the congregation in four consecutive Sunday worship

(B) 甄選：

設執事若干名，名額多寡可隨聖工事務的需要，由長老會酌定之。

- (1) 每年由長老會提案推薦候選人，經長執會通過後產生新執事候選人名單。
- (2) 凡任滿執事，除有必要之考量外，應保留為當然候選人。但於任期內在長執會議中，缺席四次以上者，可不予考慮。
- (3) 每年甄選新執事，使新舊人選共事，以免聖工脫節。
- (4) 新執事名單應於年會前四個主日，連續向會眾公佈，然後在年會中由會員複決投票，票數達到至少三分之二出席人數者即正式通過。

gatherings before the Annual Congregation Meeting. The congregation will make the final approval in the Annual Congregation Meeting by at least two thirds of the votes of the members who are attending.

(C) Authority

With the assistance of elders and shepherds, the deacons shall carry out various ministerial works that the Joint Board of Elders and Deacons has approved.

- (1) The length of each term is two years. There is no limit on the number of consecutive terms.
- (2) Before the term has expired, if for whatever reason, a deacon cannot perform his/her duty, he/she may submit his/her resignation to the Joint Board of Elders and Deacons.
- (3) If the beliefs or acts of a deacon have flagrantly violated the teachings of the Bible, a discipline process is initiated. This process needs at least two members of the Joint Board of Elders and Deacons to file a motion in writing, and after investigation by the Board of Elders, to be approved by at least two-third of members attending the meeting for the Joint Board of Elders and Deacons to make correction or relieve his/her duty.

(C) 職權：

與牧長老們同工配搭，推動教會聖工，參加長執會議，做成並執行長執會議決議。

- (1) 任期每任兩年，連選得連任。
- (2) 若執事任期未滿，因故不能執行其職務時，可向長執會提出辭職。
- (3) 執事若有在信仰或言行上，嚴重違反聖經教訓者，應啓動紀律程序。該程序由至少兩名長執會成員以書面的形式提出，經長老會查核，並長執會至少三分之二出席人數贊成，得以指正或解除其職務。

- (D) Serving and offering are the ways of receiving God's blessing. Deacons should set a good example for the congregation.

X. Salaried Ministerial Staffs

(A) Regulations regarding employment of shepherds

This church has only one senior pastor. Depending on the needs, the church may also have additional pastors and ministers. Collectively, they are called shepherds. Shepherds' main responsibilities are praying, preaching and shepherding. They are to jointly oversee the spiritual devotion programs and collaborate on general administrative functions of the church.

- (1) The shepherd candidate may be a member of the church, or the church may also fill the positions with pastors or ministers from outside the church.
- (2) A shepherd must possess the fundamental and unadulterated evangelical belief that all Scripture is God-breathed. He/she must hold in steadfastness the fundamental evangelical truths, that are consistent with the beliefs of this church (Appendices I, II and III). With respect to the ways of carrying out the ministerial works, he/she shall also respect the organizational system of this church and the

- (D) 參與事奉和奉獻是蒙福之道，執事應有以身作則的榜樣。

十) 受薪牧者聖工人員

(A) 聘牧的規定

本家設主任牧師一人，並視實際需要另設牧師、傳道等職位，通稱牧者。牧者要以祈禱、傳道、牧養為主要職責，綜理教會事工，堅固靈命成長，並配合一般的行政工作。

- (1) 牧者人選可由本家會員中產生，或聘請本家以外的牧者。
- (2) 牧者人選必須具純正福音基要信仰，相信全部聖經悉出神默示，對福音基要真理必須堅持，與本家信仰一致（附錄一、二、三），對聖工的作法應當尊重本家現行體制和長老會、長執會的決議。

resolutions of the Board of Elders and the Joint Board of Elders and Deacons.

- (3) The Board of Elders is responsible for contacting and nominating candidates for shepherd positions. The employment authorization becomes effective upon receiving approval of two-thirds of members attending the meeting of the Joint Board and Deacons.
- (3) 長老會負責接洽、提名牧者人選，經長執會三分之二出席人數通過後，即可聘請任用。
- (4) Once the employment authorization is approved, the Board of Elders shall represent the church to sign a contract with the shepherd. The contract describes the duties, compensation, and benefits, etc. The term of the contract is three years for pastors and two years for ministers. The retirement age for shepherds is 70.
- (4) 長執會決定聘請牧者後，由長老會代表教會和牧者簽定聘約，包括相關工作內容，待遇，福利等。牧師每屆任期為三年，傳道任期為二年。牧者退休年齡為70歲。
- (5) If the Board of Elders intends to extend the contract with the shepherd, the proposal should be made four months before the expiration of the contract. By the consent of at least two-third of members attending the meeting, the Joint Board of Elders and Deacons shall approve the extension of the contract. The decision should be communicated in writing to the shepherd three months before the expiration of the term.
- (5) 牧者任滿前四個月得由長老會提案續聘，長執會至少三分之二出席人數贊成，得以續聘。續聘決定需在任滿前三個月以書面形式通知當事人。

(6) Before the expiration of the term, if the shepherd decides to resign, he/she should notify the Board of Elders in writing.

(7) If the shepherd has committed serious violations, such as having distorted beliefs (like preaching heretical beliefs), acting improperly, causing family to break up, or disturbing the church, a discipline process is initiated. This process needs at least two members of the Joint Board of Elders and Deacons to file a motion in writing, and after investigation by the Board of Elders, to be approved by at least two-third of members attending the meeting for the Joint Board of Elders and Deacons to make correction or terminate his/her contract.

(B) Senior Pastor

The senior pastor is responsible for leading the shepherd team and is an essential member of the Board of Elders. The roles and responsibilities of the senior pastor are:

To arrange sermons, proclaim the Gospel, shepherd the congregation, conduct ministerial ceremonies (communion and baptism) or ceremonial services (wedding and funeral), coordinate the work among shepherds, and oversee the ministerial work that the Board of Elders or the Joint Board of Elders and Deacons have approved.

(C) Staff

Depending on the needs of the church, the Joint Board of Elders

(6) 牧者若任期未滿因故辭職，應以書面通知長老會。

(7) 如牧者有信仰偏差（例如傳講異端），或品行不端或造成家庭破裂、教會紛擾等嚴重事故，應啓動紀律程序。該程序應由至少兩名長執會成員以書面的形式提出，經長老會查核，再提案交長執會經至少三分之二出席人數通過後，得以指正或解聘。

(B) 主任牧師

主任牧師有帶領和督導牧者團隊的職責，為長老會必要成員。負責安排講台，宣揚福音，牧養會眾，施行聖禮（聖餐，水禮）或禮儀（婚禮，喪禮），負責協調各牧者間工作分配，並推動長老會、長執會議決之聖工。

(C) 聖工人員

視教會實際需要，得聘請受薪職員如行政助理，秘書，幹事等職位，通稱聖工人員，綜

and Deacons may employ other salaried workers such as administrative assistant, secretary or staff, collectively called ministerial staff, to perform administrative and maintenance duties. The candidate must be a re-born Christian and a witness of God. The candidates should be nominated by the Board of Elders and approved by at least two thirds of the members attending the meeting of the Joint Board of Elders and Deacons. The extension also requires the approval of at least two thirds of the members attending the meeting of the Joint Board and Deacons.

- (D) All salaried ministry leaders (e.g. pastors, elders, and ministers) must report to the Joint Board of Elders and Deacons their ministries directions, progress, needs and obstacles annually in writing. Other church leaders should assist and support their ministries.

XI. Joint Board of Elders and Deacons

The Joint Board of Elders and Deacons directly faces and represents the congregation. The board plans, decides, and carries out various ministerial functions of the church and makes periodical reassignments based on the needs of the church.

(A) Members

Members include elders, deacons and shepherds. Each member is entitled to vote. Allocation is one vote per member.

理行政及堂務工作。其人選必須是重生且有見証的基督徒。經長老會甄選，長執會三分之二出席人數通過後，即可聘請任用。任期屆滿後，由長執會至少三分之二出席人數以上通過，可續聘之。

- (D) 受薪牧者（如牧師、長老、傳道）每年應以書面，向長執會報告其事工推展的方向、進展、需要與難處。教會其他的領袖應當協助、調整並支持牧者各項事工的發展。

十一) 長執會

長執會是直接面對和代表教會各會眾群體的機構，負責規劃、安排並執行教會的各項聖工職務，並應根據教會的需要作階段性的職務輪換。

(A) 成員：

長執會是由長老，執事及牧者共同組成。成員都有投票權，每成員一票。

(B) Organization

- (1) The chairman of the Joint Board of Elders and Deacons is the chairman of the Board of Elders or his/her delegate from the members of the Board of Elders. The length of the service of the chairman is one year.

- (2) At the beginning of each year, the Joint Board of Elders and Deacons should affirm the leaders of ministerial task groups of that year (refer to the Handbook of Ministry Operation Guidelines). The Board of the Elders recommends the leaders from the members of the Joint Board of Elders and Deacons. The assignment needs approval of at least two thirds of the attending members of the Joint Board of Elders and Deacons. Under special circumstances, the Board of Elders may invite other church members to take on the assignment.

- (3) Except under special circumstances, each member cannot be assigned as the leader of more than one task group. Also, unless the nature of the job requires special professional skills, a member cannot lead the

(B) 組織：

- (1) 長執會設主席一人，由長老會主席或由其指定的代理人擔任，任期一年。

- (2) 每年初，長執會應確定當年各組聖工的負責人（參照教會聖工手冊）。由長老會在長執會成員中推薦聖工的負責人，經長執會至少三分之二出席人數同意後擔任之。在特殊情形下，可由長老會推薦會員擔任。

- (3) 除特殊情況外，任一長執會成員不應同時擔任一項以上的負責人職位。而且，除非需要特殊的職能，同一負責人職位不得連任超過四年。

same task group for more than four years.

- (4) Members of the Joint Board of Elders and Deacons should respect and submit to the decisions of the Board of Elders and the Joint Board of Elders and Deacons. For severe violations of an elder causing disturbance in the church, a discipline process is initiated. This process needs at least two members of the Joint Board of Elders and Deacons to file a motion in writing, and after investigation by the Board of Elders, to be approved by at least two-third of members attending the meeting for the Joint Board of Elders and Deacons to make correction or relieve his/her duty.

(C) Roles and responsibilities

- (1) To define the role and responsibility of each ministerial task group and coordinate the execution of various ministerial works.
- (2) To audit the financial reports of the church.
- (3) To approve the employment and contract extension of salaried ministerial staffs.
- (4) To promote the spiritual devotion in the church and carry out various administrative functions.
- (5) To approve resolutions proposed by task groups.

- (4) 长执会成员必须尊重和服从长老会和长执会的决议。若严重违反并造成教会的纷扰不安，应启动纪律程序。该程序应由至少两名长执会成员以书面的形式提出，经长老会查核，并长执会至少三分之二出席人数赞成，得以指正或解除其职务。

(C) 職權

- (1) 負責各聖工單位工作的職權劃分和協調。
- (2) 審核教會各項財務報告。
- (3) 複決受薪聖工人員的聘請和續聘。
- (4) 促進教會靈命成長，執行各項聖工管理功能。
- (5) 複決聖工單位所提出的方案。

- (6) To maintain and manage properties of the church.
- (7) To approve the slate of new deacons proposed by the Board of Elders.

(D) Meeting Practice

- (1) The Joint Board of Elders and Deacons shall meet once a month with additional meetings as needed. The meeting notice should be communicated to the members of the board one week before the scheduled meeting. If a member of the board has something to report or discuss, he/she should notify the chairman one week before the meeting.
- (2) Reaching the quorum requires attendance of at least two-third of the total board members. Unless explicitly specified in the bylaws, all resolutions require approval of at least two thirds of the board members attending the meeting.
- (3) If for whatever reason, a board member is unable to attend the meeting, he/she should give the chairman an advanced notification, and arrange a delegate to attend the meeting. The delegate may make a progress report, but is not entitled to vote.

(6) 維護和管理教會資產。

(7) 複決長老會提出的新執事名單。

(D) 開會方式

- (1) 由長執會主席召開每月一次長執會議，或因需要可加召開臨時長執會。開會日期、地點及議程應在一週前通知長執會成員。長執會成員若有報告或討論事項，應在長執會一週前通知主席。
- (2) 長執會議以全體成員至少三分之二出席為法定人數。所有議案表決以至少三分之二出席人數贊成方可通過，本會章有明文特別規定者例外。
- (3) 長執會成員因故不能出席時，應事先通知主席，並可委派有關同工列席參加，必要時提出工作報告，但不參加表決。

(4) If the subject matter under discussion involves a particular member, he/she should be able to make a statement, but should withdraw from the discussion and abstain from voting.

(5) The chairman may choose the voting method (by raising hand or using secret ballot). For critical issues that cannot be resolved in the Joint Board of Elders and Deacons should be turned over to the Board of Elders for disposition.

(6)

(7) Depending on the necessity, relevant co-workers may be invited to attend the meeting.

(E) Rules of motion, vote and count

Refer to the Handbook of Ministry Operation Guidelines

XII. Vacations and Retirement

Refer to the Handbook of Ministry Operation Guidelines.

XIII. Annual Congregation Meeting

(A) The Annual Congregation Meeting is held before the end of the year. The meeting should be announced and a notice published to the congregation one month before the meeting.

(B) Reaching the quorum requires the attendance of one-third of the total members with voting right.

(4) 當討論個案議題時，有關當事人有權陳述，但應迴避討論，亦不參加表決。

(5) 表決議案時由主席決定表決的方式(或舉手表決或不記名投票表決)。凡屬重要議案，若無法獲得解決，則提交長老會裁決之。

(6) 視實際需要，可邀請有關同工列席參加。

(E) 提案、表決及計票方式：

參考教會聖工手冊

十二) 假期與退休

參考教會聖工手冊。

十三) 年會

(A) 每年年終之前舉行年會。開會一個月前應向會眾公告開會訊息。

(B) 本家有投票資格的會員出席達三分之一構成法定人數。

- (C) of this church are eligible to attend the meeting.
- (D) The chairman of the Joint Board of Elders and Deacons is responsible for calling the Annual Congregation Meeting.
- (E) In the Annual Congregation Meeting, new deacons will be officially approved after voted by the congregation. The progress of the ministerial work of the past year, the financial report and direction of ministerial works in the coming year will also be presented.

(C) 本家會員可以參加本家年會。

(D) 年會由長執會主席負責召開。

(E) 年會中將由全體會員投票複決新執事，報告教會一年來聖工的概況，財務報告以及新年度的聖工方針。

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XIV. Supplementary Articles

- (A) To reach the quorum of amending this bylaw, at least one-third of the church members are required to attend the meeting.
- (B) Three years after the adoption of the bylaws, if deficiency is found, the chairman of the Joint Board of Elders and Deacons may call for the amendment meeting. However, the change of the bylaws requires the approval of at least two-thirds of attending members.
- (C) To ensure stability, successive callings of the amendment meeting must not take place within three years.
- (D) The amendment of the bylaws shall not contradict the fundamental beliefs and the organization structure of this church, which are described in Paragraphs I to III of the bylaws.
- (E) The Joint Board of Elders and Deacons must approve the contents of amendments with at least two thirds of the attending members, and publicize the proposed amendments at least two months before the amendment meeting to allow time to collect members' opinions. The Joint Board of Elders and Deacons should adjust the bylaw revision to reflect any approved opinions. The final version should then be submitted to the amendment meeting for approval.
- (F) Upon the completion of the amendments, the bylaws shall be

(十四) 附則

- (A) 本家修章大會需經至少三分之一會員出席方構成法定人數。
- (B) 本家會章實行三年後如有未盡妥善之處，得由長執會主席召開修章大會，但必須至少三分之二出席人數通過，方可修訂。
- (C) 修章大會之召開，每次至少須隔三年，以確保體制之穩定。
- (D) 本會章之修訂，不得抵觸本家本信仰和組織體制，即會章之(一)至(三)。
- (E) 修章內容需經長執會至少三分之二出席人數通過並于修章大會至少兩個月前公佈。長執會收集會員提議，審理後，將最終修章內容交修章大會複決。
- (F) 完成修章後，應照有關法規將本家會

submitted to relevant government agencies as required by government regulations.

Amended in December of 2020

Appendix I: The Apostles' Creed

I believe in God, the Father Almighty, the Creator of heaven and earth, and in Jesus Christ, his only Son, our Lord; Who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried.

He descended to the dead. The third day he arose again from the dead. He ascended into heaven and is seated at the right hand of God the Father Almighty, whence he shall come to judge the living and the dead. I believe in the Holy Spirit, the Holy Christian church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen

Appendix II: Principal Articles of The Home of Christ

1. We believe that the Bible is inspired by God's revelation, it is inerrant and infallible, and it is the criteria for our words and deeds, our thoughts, our lives, and our works.

2. We firmly believe that this church is the Church of the living God, and we must always let the Lord be the head and let Him show the body how to function. Everyone who is purchased by the Lord's blood is in the family. Everyone in the family should serve the

章呈報相關政府單位。

附錄一

使徒信經

我信神，全能的父，創造天地的主，
我信我主耶穌基督，神獨生的兒子；因聖靈感孕，由童貞女馬利亞所生；在本丟彼拉多手下受難，被釘於十字架，受死，埋葬，降到陰間，第三天從死人中復活；升天，坐在全能父神的右邊；將來必從那裡降臨，審判活人死人。
我信聖靈；我信聖而公之教會；我信聖徒相通；我信罪得赦免；我信身體復活；我信永生。阿們。

附錄二

基督之家守則

一、我們相信聖經出於神的啟示，絕無錯誤，永不廢棄，為我們言行，思想，生活及工作的準繩。

二、我們深知這家是永生神的教會，必須永遠讓主作頭，顯出身體功能。凡是主用寶血買來的，都是一家人，凡是家中人，都當事奉主。

Lord.

3. We measure the rise and fall of the church by not only looking at the number of people in attendance, but also the number of people who serve the Lord. We serve the weak limbs, not only by looking after and caring for them, but also giving them proper responsibility. Everyone should participate in the Lord's work so that we can all enjoy the Lord's blessing.

4. We hold the concept of a local church, based on the principle of self-government, self-propagation, and self-supporting. We are directly accountable to God for everything.

5. Whether in season or not, we must preach the gospel, take the divine nature (spiritual life) as the warp, and humanity (daily life) as the weft, interweaving the two in a way that achieves harmony between man and nature, making spiritual life impact daily life, so that our daily life reflects the spiritual life. The two mutually confirm each other.

6. Our heart respects the Lord, and honors the supremacy of God, making Him first. Every move, every word, every deed, and in every circumstance, we do not think how we can gain anything personally, but are afraid that we may fall short of something of the Lord.

7. We view others as more significant than ourselves, always appreciate their strengths, bear with their shortcomings, acknowledge their benefits, share their difficulties, so that each person's gift is respected for the Lord's purpose. But never overly exalt people, so others will not stumble. We should not be judgmental so that we do not suffer loss.

8. We believe that it is more blessed to give than to receive. All our possessions are given by God. We should share with others. The more I give to others, the more God blesses me. To give to others is to be kind to myself.

9. We must break down the dividing walls that separates people, by regularly maintaining spiritual fellowship, accept each other, serving each other, and not leaving room for the evil one. We should forgive personal disputes and grievances, but will not

三、我們衡量教會興衰，不只看聚會人數多寡，更要看事奉主的若干；我們帶領軟弱肢體，不只探望照顧，更要給予責任，人人參加聖工，同享主賜福樂。

四、我們堅持地方教會立場，基於自立，自傳，自養原則，一切直接向神負責。

五、我們無論得時與否，務要傳揚福音，以基督性(生命)為經，人性(生活)為緯，交織天人合一之道，使生命影响生活，生活反映生命，二者相互印証。

六、我們的心尊主為大，把神放在第一，每動一念，每發一言，每行一事，每到一處，不是想我能得甚麼，乃是怕主將失去甚麼。

七、我們看人比自己強，總要欣賞其長處，包容其短處，紀念其好處，擔當其難處，使每一恩賜均被尊重，匯為主用。但絕不高舉人，免人跌倒，不論斷人，免我虧損。

八、我們確認施比受更有福，一切財務悉出神賜，應當與人分享，我越給人，結果神越給我；施惠於人，便是善待自己。

九、我們必須拆毀人與人間隔斷的牆，經常保持靈裡交通，互相接納，彼此服事，不給惡者留地步。個人是非恩怨可以不計，惟有真理異端不能

compromise with false doctrines.

10. Our church is open to everyone, that is, we are not biased to anyone. Whoever seeks the heart of Christ and is mindful of the Father's works has the right to worship with us, and mutually serve as part of the church to glorify God and edify others.

Appendix III: The Beliefs of The Home of Christ Church

The Home of Christ Church in Fremont consists of a group of Christians who believe in the Savior Jesus Christ and the Gospel. This local church is not part of any denomination. Our beliefs, lives and ministries are based on the Bible. We abide by the Apostles' Creed and the Principal Articles of the Home of Christ (see Appendix I and II). The principal beliefs of this church are as follows:

1. We believe in the Father, the Son, and the Holy Spirit. The Holy Trinity is the only God who is the master of the universe, the creator of all things in heaven and earth. (2 Cor. 13:14, Genesis 1:1)
2. We believe that Jesus Christ is the only begotten Son of God. He was conceived by the Holy Spirit, born of the Virgin Mary, crucified, resurrected three days after death, ascended to heaven, and will come again according to the promise. He is the only mediator between God and man, the Redeemer of the world, and the head of the church. (Luke 1:35, John 1:1-2, 14, and 1 Peter 1:3-5)
3. We believe that the Holy Spirit is the Comforter sent by God. The Holy Spirit causes people to confess and repent, dwells always in the hearts of believers, guides them to enter and obey the Truth. (Titus 3:5, John 14:16, John 16:12-13)
4. We believe that all sixty-six books of the Old and New Testaments are the Word of God, inspired by the Holy Spirit, the highest standard of faith and life, and absolutely inerrant and infallible. (2 Tim. 3:16-17)
5. We believe that people are created according to the image and likeness of God. Humanity is fallen into sin with Adam and can only be justified and saved by faith

妥協。

十、我們這家對外門戶開放，不爭取亦不拒絕任何人，凡願以基督之心為心，天父之事為念者，都有權和我們一同敬拜，配搭事奉，榮神益人。

附錄三

基督之家信仰

福立蒙基督之家教會是由一群信奉救主耶穌基督的基督徒所組成，接受福音基要信仰，是沒有宗派的地方教會。我們的信仰，生活和事奉基本上都以聖經為依據，並願意共同遵守使徒信經和基督之家守則(參附錄)。茲將本教會的信仰立場列出如下：

- 一、我們相信聖父，聖子，聖靈三位一體獨一的真神，祂也是宇宙的主宰，天地萬物的創造者。(林後 13: 14, 創 1: 1)
- 二、我們相信耶穌基督是神的獨生子，由聖靈感孕，藉童貞女馬利亞所生，被釘十字架，死後三天復活，升天，並要照祂的應許再降臨。祂是神和人之間惟一的中保，是世人的救贖主，是教會的元首。(路 1: 35, 約 1: 1-2, 14, 彼前 1: 3-5)
- 三、我們相信聖靈是神所差來的保惠師，使人知罪悔改，在信徒心中運行並永遠同在，引導我們進入和遵行真理。(提多 3: 5, 約 14: 16, 約 16: 12- 13)
- 四、我們相信全部六十六卷新舊約聖經是神藉聖靈所默示的真理，是信仰和生活的最高準則，絕對無誤和可靠。(提後 3: 16-17)
- 五、我們相信人是照神的形像和樣式被創造，在亞當裡墮落成為罪人，必須藉著相信耶穌基督才

in Jesus Christ. Salvation is by grace through faith, not by works. (Romans 3:22-23, Ephesians 2:1-3, 8-10)

6. We believe that those who are followers of Jesus Christ will be resurrected in their bodies and will enjoy eternal life. Those who do not believe will be resurrected to eternal punishment. (John 5:29)

7. We believe that Christ is the head of the church. The church is the body of Christ and the home of the eternal God. The church is also the place where all who are redeemed by the precious blood of Jesus Christ and born again by the Holy Spirit, worship and serve together, and fellowship with one another. (Eph. 1:23, Eph. 2:18, 19, 1 Peter 3:15)

能罪蒙赦免，稱義得救。得救是本乎恩也因著信，不是靠自己的行為。(羅 3：22-23，弗 2：1-3，8-10)

六、我們相信凡信靠耶穌基督者將來身體復活並享永生，不信者復活並受永刑。(約 5：29)

七。我們相信基督是教會的頭。教會是基督的身體，是永生神的家，是所有蒙耶穌基督寶血救贖和被聖靈重生者共同敬拜、事奉、彼此相交、相通的所在。(弗 1：23，弗 2：18-19，提前 3：15)

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