

**BYLAWS**  
**OF**  
**THE BREAD OF LIFE CHRISTIAN CHURCH**

**A. Statement of Faith**

We believe that the Bible is the only divinely inspired Word of God, and is the absolute standard for a believer's behavior and is the only comprehensive truth, beneficial for teaching, reproof, correction, and for training in righteousness.

We believe that there is one God, who is eternally existent in three (3) persons: the Father, the Son, and the Holy Spirit.

We believe that God, the Father, is the creator of heaven and earth and the designer of the eternal plan of salvation.

We believe that God, the Son, our Lord Jesus Christ, is the Father's Only Begotten Son. To complete the work of Salvation, He came into the world and became flesh, having been conceived by the Holy Spirit, born of a virgin (Mary), and represents the same essence and nature of the Father, and is uniquely God and Man. He preached Good News on Earth, healed the sick, raised the dead, cast out demons, and was crucified and died on a cross for the sin of the world. He took the punishment for sin upon Himself so that we may enjoy peace. By His wounds we are healed. On the third day He rose again from the dead and ascended into heaven and is seated at the right hand of God the Father, and will return to judge the world.

We believe that God, the Holy Spirit, has been given to believers as an assurance of salvation and indwells every believer, empowering them to know, understand, and walk in truth and to experience a sanctified life of love and service to God, His people, and the world. The Holy Spirit also graciously grants the use of gifts to believers, as He wills, for the edification of the Church, the Body of Christ.

We believe that the Church is the Body of Christ, consisting of every born-again Christian, and is the chosen instrument of God in fulfilling the Great Commission on Earth.

We believe that Mankind is a fallen creation as a result of sin and remains in a degenerate state, devoid of a personal relationship with God and can only be restored and justified through faith in Jesus Christ, Mankind's only hope for the forgiveness of sin, eternal life, sanctification, and eternal life.

We believe in the imminent, glorious return of Jesus Christ to the Earth when He will judge the world, through the resurrection of both believers and unbelievers, with believers being granted the blessing of everlasting life and unbelievers are being condemned to everlasting separation from God and damnation of hell.

## **B. Vision & Ministry**

### **B.1 Vision**

The vision revealed in both the book of Acts 2:42-47, and Ephesians 4:11-13, pronounces the need for Seattle to build a glorious church to not only glorify Jesus Christ, but also to spread the wonderful messages of Christ to every parts of the world.

### **B.2 Mission Statement**

We shall follow the vision as revealed in the Book of Revelation, chapter twenty-two (22), to build the glorious Church of Jesus Christ through the demonstration of personal and corporate worship, renewal of the Holy Spirit, cell-church development and involvement, and the proclamation of the gospel of Jesus Christ through individual evangelism as well as in gatherings and outreaches, locally and abroad, thus becoming a “blessing to all nations.”

### **B.3 Ministry Characteristics**

#### **I. Worship**

- 1) To strengthen this church and especially the worship team as a center for spreading the vision of worship ministry and training worship leaders.
- 2) To send worship teams to locations both local and abroad with the purpose of training and assisting other believers in worship ministry.
- 3) To spread the vision of worship by utilizing multi-media resources.
- 4) Through worship and praise, strengthen the spiritual growth of both individuals and groups.

#### **II. Renewal of the Holy Spirit**

- 1) To equip believers with the teaching of the Word, to continue in the renewal of the Holy Spirit.
- 2) To provide an environment where the gifts of the Holy Spirit can be exercised freely by believers as He wills.
- 3) To engage in intercession, both individually and with others, for revival of the Church of Jesus Christ.

#### **III. Cell Church**

- 1) To establish and encourage a holistic, caring ministry through loving relationships in cell groups.
- 2) To create a training and resource center where believers can be trained and sent into ministry.
- 3) To train and send effective ministry teams that will be diverse in makeup but united in purpose.
- 4) To exist as a dynamic cell church fit to serve as a model to others.

#### IV. Evangelism & Missions

- 1) To cooperate with other believers and ministries in an effort to impact the Seattle area for the Kingdom of God through community involvement and outreaches.
- 2) To develop multimedia resources, support church planting and global missions endeavors.
- 3) To help build the Church of Jesus Christ throughout the world through the promulgation of the cell church vision.
- 4) To expand the Kingdom of God through strategic prayer, financial giving, and missions endeavors.

### C. Membership & The Assembly of Representatives

#### C.1 Membership

A Member is a person who:

- 1) Has experienced the saving knowledge of Jesus Christ, following our Lord in water baptism.
- 2) Has consistently attended Bread of Life Christian Church for a period of more than three (3) months.
- 3) Agrees with and fully accepts the Bylaws of this church.

Revocation of Membership

- 1) Continuing in a behavior or lifestyle that brings reproach upon and/or harms the reputations of Jesus Christ and the members of His Church, and/or refusing to agree with the Bylaws of this organization can cause a person's membership to be revoked.

#### C.2 Member Representatives & the Assembly of Representatives

##### A. Definition

The Assembly of Representatives is a body that decides matters of great importance in the church, and shall be defined as the authorizing board of the organization consisting of current cell group leaders authorized by the church or their designees. The Representatives shall cast their votes in accordance with the wishes of their respective cell group(s). If there is any unresolved dispute, the matter shall be mediated and/or resolved by the Board of Directors.

##### B. Function

- 1) Elects members to the Board of Directors.
- 2) Approves annual budgets and financial reports.

- 3) Approves or disapproves the hiring and/or dismissal of the Senior Pastor upon the recommendation of the Board of Directors.
- 4) Approves amendments to the Bylaws as recommended by the Board of Directors.
- 5) Approves or disapproves major motions presented by the Board of Directors.

C. Appointments of Members

- 1) The Board of Directors, beginning each November 1 and ending January 31, shall conduct appointments of members to the Assembly of Representatives.
- 2) The chairperson of the Board of Directors shall serve as chair of the Assembly of Representatives. When considering matters of great importance, the Board of Directors can authorize the chairperson of the Board of Directors to call an ad hoc meeting for the Assembly of Representatives.

D. Voting

- 1) The candidate with the highest vote total shall be elected to the Board of Directors.
- 2) Annual budgets and financial reports shall be passed by a simple majority.
- 3) The position of Senior Pastor shall be filled by a vote greater than 2/3 of the total number of cell groups.
- 4) Other motions shall be passed by a vote of greater than 1/2 of the total number of cell groups.
- 5) All voting shall be conducted by signed but secret ballot and shall be archived by the Board of Directors.
- 6) The presence of more than 2/3 of the total numbers of cell groups shall have the authority to decide and pass issues presented at the meeting.

**D. The Executive Pastoral Team (EPT)**

D.1 Definition

The EPT is the decision-making body that exercises oversight of all ministry areas of the organization. The number of members shall be determined by the Senior Pastor and will consist of the Senior Pastor, full-time ministry staff and member representatives. The Senior Pastor shall chair the meetings unless he/she is unable to officiate at which time an interim chair shall be elected by the members of the EPT. In addition, an invitation shall be extended to a non-voting designee of the Board of Directors to attend each meeting of the EPT. The EPT reports to the Board of Directors via the Senior Pastor.

## D.2 Qualifications of Member Representatives

A Member Representative of the EPT is a person who:

- 1) Has been a member in good standing of Bread of Life Christian Church for a period of at least one (1) year.
- 2) Has lived a life above reproach and one of good reputation with those within and outside of the organization.
- 3) Has served in the organization and is familiar with and abides by the Bylaws of the organization.
- 4) Is able to attend the meetings of the EPT.

## D.3 Appointment Process

- 1) Member Representatives of the EPT shall be nominated by the Senior Pastor and comprise a minimum of two (2) of the total number of members of the EPT.
- 2) The list of nominees must be completed by the Senior Pastor and submitted to the Board of Directors by the end of October of each year.
- 3) Nominees shall be appointed after being approved by the Board of Directors.
- 4) The Senior Pastor shall discuss with the Board of Directors those nominations that are of concern to the Board of Directors. The appointing process should be completed before the end of December. If for any reason the appointing process cannot be completed in time, the current team members should remain until a new team is appointed. If an EPT member who is a Member Representative leaves, the Senior Pastor should nominate a replacement within seven (7) days and should complete the appointment in coordination with the Board of Directors within thirty (30) days.
- 5) Member Representatives shall serve for a term of one (1) year and shall be eligible for reelection.
- 6) The EPT shall meet monthly, with all meeting records being submitted to the Board of Directors.

## D.4 Duties of the EPT

- 1) To discuss and confirm the direction and ministry goals of the organization.
- 2) Create an organizational structure to execute policies approved by the EPT in accordance with the various needs of the organization.
- 3) Authorize the hiring and subsequent annual evaluations of pastors and staff.
- 4) To cooperate with the Board of Directors during the times of crisis.

## **E. The Ministry Staff**

### **E.1 General Guidelines**

- 1) Potential employees must accept and abide by the Bylaws of Bread of Life Christian Church.
- 2) The hiring of pastors and ministry staff shall be extended to potential employees by the EPT after an interview of the potential employee(s) and upon the approval of a nomination for employment from the members of the Search Committee whose members are appointed by the EPT.
- 3) The EPT, for the purpose of renewal of contracts, shall conduct annual performance evaluations of all employees. These evaluations shall continue until the third (3<sup>rd</sup>) year of employment at which time contracts will be renewed automatically.
- 4) The dismissal of a pastor or member of the ministry staff shall be approved by the EPT (with the exception of the member in question). In case of voluntary resignations, the member resigning should give a notice of at least sixty (60) days prior to the date of resignation.
- 5) The hiring of non-ministerial staff (including full and part-time employees) can be made by the EPT after an interview of the potential employee(s) and in accordance with the guidelines of the annual budget.
- 6) The EPT shall conduct annual performance evaluations of all non-ministerial employees. In case of voluntary resignations or dismissal, both parties should give a notice of at least thirty (30) days prior to the date of resignation or dismissal.
- 7) A staff member can serve as a representative the Bread of Life Christian Church in areas such as official written or verbal statements and announcements, external fund-raising, recruitment, and joint ventures with other organizations only upon the written consent of the EPT.

### **E.2 Dismissal of Employees**

An employee shall be dismissed from employment after:

- 1) He/she refuses to accept and abide by the Bylaws of the organization, seriously violates the Bylaws, and/or breaches his/her duty.
- 2) He/she has become disreputable in the areas of religious belief and/or personal life, or has committed serious immorality.
- 3) He/she acts in a way that brings serious harm to the reputation of the organization.

## **F. The Senior Pastor**

### **F.1 Qualifications & Guideline for the Position of Senior Pastor**

The position of Senior Pastor shall be:

- 1) Filled by a person who has been ordained and has served in a full-time pastoral position for a minimum of three (3) years. Alternatively, a staff pastor can be promoted to the position of Senior Pastor after having served in the church for a period of three (3) years, with the exception being a pastor who receives unanimous approval of the EPT and Board of Directors.
- 2) Filled by appointment of the Board of Directors in the event of an unexpected vacancy. A Search Committee shall be selected by the Board of Directors for the purpose of identifying potential candidates as expeditiously as possible. The approved candidate shall serve in a probationary status for a period of (1) year at the end of which time the candidate's performance shall be reviewed prior to a possible permanent appointment.
- 3) Considered vacant after the Board of Directors unanimously approves the dismissal of the person filling that position. If a person wishes to resign from the position of Senior Pastor, he/she shall notify the Board of Directors at least ninety (90) days prior to the date of resignation.

## **G. Board of Directors**

### **G.1 Function & Oversight**

- 1) Reviews and determines annual departmental and organizational budgets and financial reports and manages assets of organization.
- 2) Reviews and determines the compensation, adjustments, employee benefits packages, and contracts of all staff personnel of the organization.
- 3) Evaluates the performance, lifestyle and matters regarding the financial compensation of the Senior Pastor.
- 4) Presides as the final authority in matters regarding the interpretation of the Bylaws of the organization.
- 5) Is recognized as the official representative of the organization regarding legal matters.
- 6) Determines the proper response to matters of serious concern to the organization as recognized and submitted by the EPT and Board of Directors.
- 7) In cooperation with the EPT, commissions and oversees special committees which can be initiated by either body.

## G.2 Qualifications of Directors

A Member of the Board of Directors is a person who:

- 1) Has been a member in good standing of Bread of Life Christian Church for a period of at least one (1) year.
- 2) Has lived a life above reproach and one of good reputation with those within and outside of the organization.
- 3) Has served in the organization and is familiar with and abides by the Bylaws of the organization.
- 4) Is able to attend the meetings of the Board of Directors.

## G.3 Organization

- 1) The Board of Directors shall be comprised of three (3) to five (5) elected members of the organization. The members of the Board of Directors shall receive no monetary compensation and shall not be a member of the EPT.
- 2) A member of the Board of Directors shall be elected to a two (2) term and can only serve two (2) consecutive terms if reelected.
- 3) Candidacy shall be determined by a nominating committee, the members of which to be selected by the Board of Directors and the EPT. A serving Director shall chair the committee. Election shall be commenced at a meeting of the members of the Assembly of Representatives before the end of each December with the candidates receiving the highest number of votes being deemed elected.
- 4) The chairperson of the Board of Directors shall be elected to a one (1) term and can only serve two (2) consecutive terms if reelected.
- 5) Upon the resignation of a member of the Board of Directors wherein the remaining amount of time of the term is more than three (3) months, a successor shall be elected to finish the remaining term. The election process shall follow the guidelines found in Section G.2 (3) (above).
- 6) Meetings of the Board of Directors shall be scheduled and/or called by the chairperson of the Board of Directors.
- 7) The resignation of a member of the Board of Directors shall be presented by the chairperson to the full Board of Directors.
- 8) The Board of Directors shall encourage, through invitation, the attendance of the Senior Pastor and other non-voting members of the organization to scheduled meetings.

## G.4 Financial Responsibilities

- 1) Evaluates the status of financial reports of the organization regarding decisions on employment and compensation in accordance to approved budget(s).
- 2) Advises and counsels individual department heads regarding overdraft and/or shortfalls.

- 3) Determines need and executes contracts with professionally recognized audit firms to periodically examine the finances of the organization.

#### **G.5 Resignation and/or Dismissal**

A member of the Board of Directors shall resign or be dismissed with the approval of the Assembly of Representatives when:

- 1) He/she refuses to accept and abide by the Bylaws of the organization, seriously violates the Bylaws, and/or breaches his/her duty.
- 2) He/she has become disreputable in the areas of religious belief and/or personal life, or has committed serious immorality.
- 3) He/she acts in a way that brings serious harm to the reputation of the organization.

#### **H. Bylaws & Amendments**

To amend the Bylaws, the Board of Directors shall appoint a Bylaw Amendment Committee to propose amendments to the Bylaws. After a proposed amendment(s) is accepted and the language of the amendment(s) is approved by the Board of Directors, the amendment(s) must be approved by the Assembly of Representatives.

#### **I. Dissolution of the Organization**

In the event of the necessity of the dissolution of the organization, the Board of Directors shall act in accordance with Washington law regarding nonprofit religious organizations.