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VII Elders: Qualifications and Appointment¹

資格及任命

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假期、退休及禧年假期制度

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II. Characteristics of Local Community Churches

By the grace of God, since the inception of our first Home of Christ Church in the San Francisco Bay Area, in 1978, we have developed into seven Churches, i.e., First Home of Christ Church in Menlo Park, Second Home of Christ Church in San Francisco, Third Home of Christ Church in Fremont, Fourth Home of Christ Church in West San Jose, Fifth Home of Christ Church in Cupertino, Sixth Home of Christ Church in Newark and Seventh Home of Christ Church in Morgan Hill.⁴

蒙神的恩典，自從 1978 年基督之家第一家，在舊金山灣區成立後，我們開拓了共七間基督之家：基督之家第一家(Menlo Park)，基督之家第二家(San Francisco)，基督之家第三家(Fremont)，基督之家第四家(West San Jose)，基督之家第五家在(Cupertino)，基督之家第六家(Newark)，及基督之家第七家(Morgan Hill)。

III. Organization of The Church

The organizational system of Home of Christ Church in West San Jose is as shown in the following chart: ⁵

教會組織

基督之家第四家之組織可見於下列圖表中：

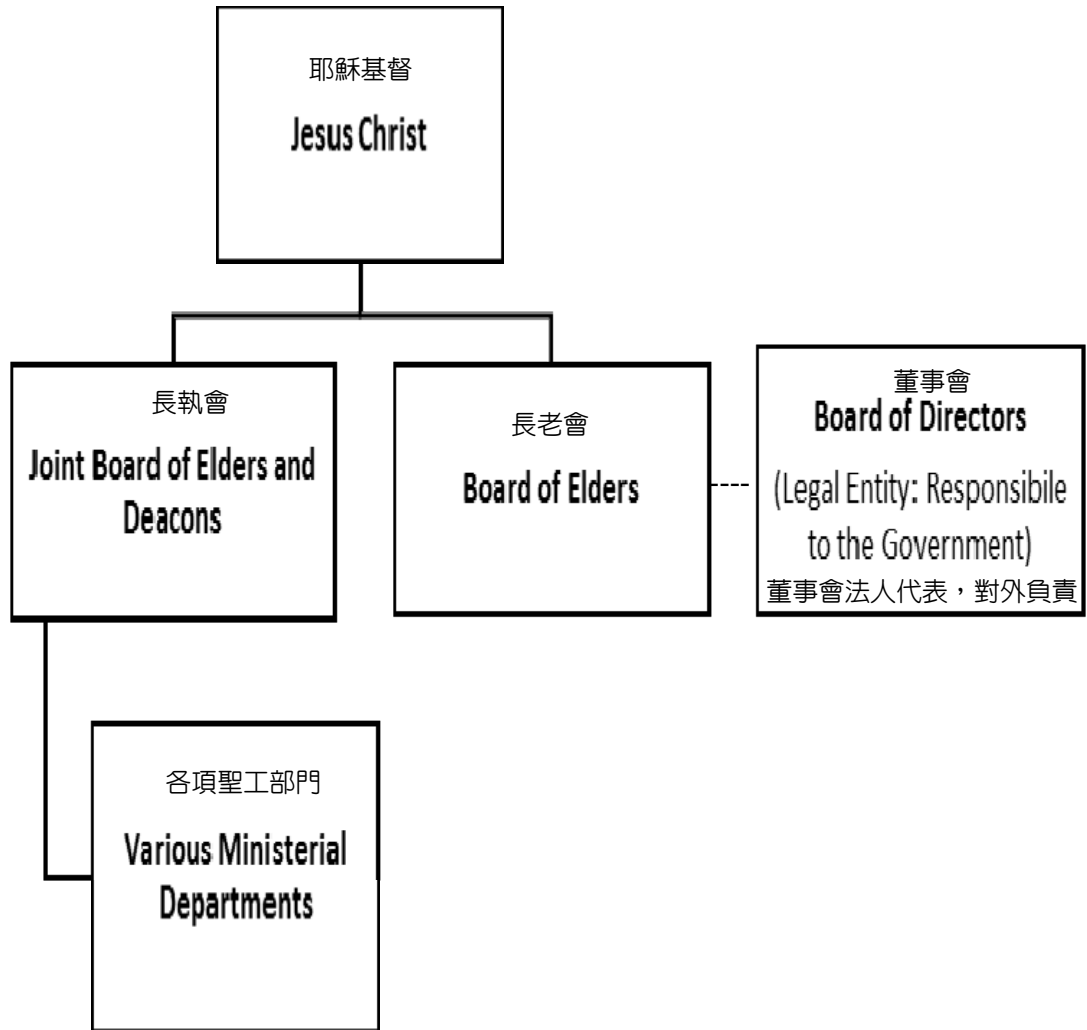
¹ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

² Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

³ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

⁵ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016



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IV D Authority, job responsibilities and accountability for members of the Board of Directors are covered in the Church Ministry Manual (Section I).⁶

董事會成員的權柄，職務及監察，詳明於教會聖工手冊(第一部分)中。

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D. Ministers, and Pastors. All members serve our Lord and church members together to help one another and prosper various ministries.⁷

牧師及傳道。全體事奉主及會眾，同心互助興旺各項事工。

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C. 1. Those who voluntarily withdraw their membership, transfer to other churches, or fail to attend Sunday Service for six months or more without valid reasoning will have their membership terminated. The Joint Board of Elders and Deacons will propose this membership termination and have it filed on record.⁸

⁶ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

⁷ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

⁸ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

會員自動退出會籍、轉至其他教會、或無故不參加主日崇拜六個月以上者，其會籍會被取消。長執會將提議此舉，並列入檔案。

VII. Maintain the statement of faith of⁹ our Church
維護本教教會的信仰宣言

A. Qualification of Elders¹⁰
長老的資格

- VII. A. 1. Elders must be members of our church; whose faith and actions must comply with Scriptural qualifications. (I Timothy 3:2-4; Titus 1:6-9; I Peter 5:1-3)¹¹
長老必須是本會會友，信仰與行為合乎聖經(提前 3 : 2-4 ; 多 1 : 6-9 ; 彼前 5 : 1-3)。
2. Irrespective of gender, Elders must have believed in Jesus Christ and been baptized for more than seven years; have participated in serving at the Home of Christ Church in West San Jose for more than five years; be over the age of 35 with the ability and gift to shepherd, to teach and to administer in the Church; be willing to follow all instructions from the Holy Spirit; be willing to submit to one another and be respected and trusted by the congregation.¹²
不分男女，長老必須相信耶穌基督，受洗七年以上；在基督之家第四家事奉五年以上；年齡超過 35 歲，有牧養、教導及治理教會事務的恩賜及能力；願意遵從聖靈一切的指引；願意與各長老彼此順服，且被會眾敬重和信任。

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B. Appointment of Elders¹³
長老的任命

1. If the candidates accept the potential appointment, the Board of Elders shall appoint an active or inactive or emeritus elder to be the mentor of the candidate for at least one-year. The areas that the candidate must be mentored in are described in the Church Ministry Manual (Section VIII.4).¹⁴
若候選人有意接受任命的可能性，長老會要任命一位在位或不在位之長老、或退休長老，作候選人之導師一年。培育的範圍詳述於教會聖工手冊(第一部分第四項)。

⁹ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹⁰ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

¹¹ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹² Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹³ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

¹⁴ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

2. If the candidates accept the potential appointment, the Board of Elders shall appoint an active or inactive or emeritus elder to be the mentor of the candidate for at least one-year. The areas that the candidate must be mentored as described in the Church Ministry Manual (Section VIII.4).¹⁵

與上一項同

3. After at least one-year of mentorship, if the candidate accepts the appointment after the recommendation from the mentor, the Board of Elders shall present the list of candidates to the Joint Board of Elders and Deacons. In order for a potential candidate to be accepted for nomination, he or she must receive a two-thirds (2/3) decision of acceptance from the Joint Board of Elders and Deacons.¹⁶

經過一年的導師培育後，且得導師的推薦，長老會要將候選人名單送交長執會，各候選人必須得長執會三分之二票選通過，才有資格被任命。

4. Once the Joint Board of Elders and Deacons have accepted the list of candidates for nomination, the chairperson of the Joint Board of Elders and Deacons will announce the new candidates to the members of the church. In this manner, the members of the church will have at least a month to recognize, pray and confirm the new candidates.¹⁷

候選人名單被長執會通過後，長執會主席要向會眾宣佈名單。會眾至少有一個月時間認識、禱告及認同各候選人。

5. Following the designated time given to the members of the church for their confirmation, the list of candidates will be re-presented to the Joint Board of Elders and Deacons for a vote. If there is at least a three-fourths (3/4) majority vote for any candidate, then it will be interpreted as a sign of further confirmation.¹⁸

會眾認可之後，候選人名單會再送交長執會投票，若各候選人得四分之三票通過，表示候選人得到進一步的確認。

6. If the candidates receive a confirmation from God, the Joint Board of Elders and Deacons and the members of the church, the Board of Elders is in charge of the ordination of the new elders.¹⁹

若候選人得到神、長執會及會眾的確認，長老會負責新長老的按立。

7. Ordained pastors, who have served for one full term at Home of Christ Church in West San Jose, will be considered as elder pastor starting in his or her second term. He or she will not be confined by the regulation that an elder must have served the Lord at this church for more than five years. If the ordained pastor's contract is not renewed, his or her eldership position will be terminated.²⁰

受過按立牧師，在基督之家第四家任職一任期後，在第二任期開始會被認同為資深牧師(與長老有同等地位)，不受長老必須在教會事奉五年以上的規條限制。受過按立牧師未被續任，則其長老地位亦終止。

¹⁵ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹⁶ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹⁷ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹⁸ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

¹⁹ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

²⁰ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

C. Tenure of Elders²¹

長老任期

1. Tenure: Eldership is a lifetime appointment. Upon reaching the age of 70, he or she will be promoted to Elder Emeritus status, or extend their term as an elder if they are invited by the Board of Elders and he or she consents. The Board of Elders will review the status of extension every three years, but he or she can no longer serve as the Chairperson of the Board of Elders and/or the Chairperson of Joint Board of Elders and Deacons. If his or her term is not extended, the Elder Emeritus status will retain the right to voice their views but does not have the right to vote in the Board of Elders meeting and will no longer undertake an active role in the Joint Board of Elders and Deacons.²²

任期：長老是終身的任命。年達七十歲時，長老會被升任為榮譽長老；或若接受長老會邀請，繼任長老。每三年長老會要檢討這續任期；但續任長老不能擔任長老會或長執會主席。若榮譽長老任期未被延續，仍有權在長老會中發表意見，卻無投票權，也不能在長執會中任職。

2. In the case that the Board of Elders has fewer than three (3) active voting elders, all decisions shall be taken to the Joint Board of Elders and Deacons for their consideration.²³

若長老會中少於三位長老，各項決議要交長執會處理。

3. A Vocational (Salaried) Elder follows the same procedures as Salaried Pastoral Staff Members as stated by these Bylaws in Section X.²⁴

全職(受薪)長老遵守受薪牧職人員在本會章第十部分中的規條。

- E. Due to ill health, moving or other personal reasons, an Elder may request for retirement from the Board of Elders. He or she may return as an Elder subject to the procedure set forth by these Bylaws in Section VII.C.3-5.²⁵

長老因健康、遷離或其他個人原因，可要求從長老會退休。此長老可申請歸回長老會，按本會章第七部分中 C.3-5 規條處理。

- F. If an Elder is in doctrinal error or commits a moral violation against Scripture, the Joint Board of Elders and Deacons will convene an ethics committee, consisting of five members (which may include Elders, Pastoral Staff, Deacons, etc.) to examine the accusations and claims. After careful study, the said ethics committee shall report their examination to the Joint Board of Elders and Deacons with their findings and decision. The Joint Board of Elders and Deacons will approve the said ethics committee's decision by at least a two-thirds (2/3) majority vote.²⁶

若長老犯教義上錯誤，或道德行為上觸犯聖經教導，長執會要召開由五人組成的紀律小組(可包括長老，教牧人員，執事等)，審查指控及申訴。經仔細查

²¹ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

²² Revision approved by the Joint Board of Elders and Deacons: 02.21.2016

²³ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

²⁴ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

²⁵ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

²⁶ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

考後，此小組應將審查結果及決定報告長執會。長執會要以三分之二同意票接受小組決定。

VIII. Board of Elders ~ The Board of Elders shall maintain the statement of faith²⁷ of the church, goal setting and implementation. The Board of Elders through board meetings will decide all-important cases.

長老會應維護教會的信仰宣言，制定並實踐目標，長老會經由長老會議決定教會各項重大事工。

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A. Membership:

1. The members of the Board of Elders are composed of all elders including vocational (salaried) elders and elder pastors. Each and every elder member has a voting right with an “equal in position, authority and responsibility” basis. Elders emeritus may attend the elder meetings but have no voting rights. Authority, job responsibilities and accountability for members of the Board of Elders are covered in the Church Ministry Manual.²⁸

長老會由所有長老組成，包括全職(受薪)長老及資深牧師……有關長老之權柄，職務及監察，詳明於教會聖工手冊中。

3. The team spirit of “equal position, authority and responsibility” is as follows:

「同等地位，權柄及職責」的團隊精神如下：

a. The Executive Elder (i.e. the Chairperson of the Board of Elders) is the “First Among Equals” who coordinates and moderates Board of Elders meetings. This elder must obtain and be provided all necessary information to fulfill his or her duties.

執行長老(即長老會主席)是「同儕中之首」，他/她統籌及主持長老會議。這位長老必須預備及供應一切所需資料，才算盡責。

b. “Equal Authority” means that each member of the Board of Elders has only one vote. This is based on the understanding that each member is selected as an elder by God’s calling.

「同等權柄」的意義是各長老只能投一票，這是根據每位長老都是被神呼召為長老。

c. “Equal Responsibility” means sharing responsibilities of various ministries. Though there are differences about available time, physical strength, spiritual gifts of each elder, we all help one another. We give glory to God for successful ministries. We all share responsibilities for ministries not doing well.

「同等職責」的意義是各長老分擔各樣事工。雖各人可用的時間，體力，屬靈恩賜不同，我們互相幫助，事工的成功歸榮耀於神，事工的缺失大家都有責任。

4. An elder who is clear about his or her calling for a vocational (salaried) eldership on the recommendation of the Board of Elders to the Joint Board of Elders and Deacons and following the same procedures for appointment of pastors, may be appointed as a vocational

²⁷ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

²⁸ Addition approved by the Joint Board of Elders and Deacons: 06.19.2016

(salaried) elder with at least a two-thirds (2/3) vote of approval from the Joint Board of Elders and Deacons.²⁹

4. 身為清楚蒙召為受薪長老，且經長老會推薦至長執會，已通過與任命牧師同樣的程序者，若經長執會三分之二票選，可任命為全職(受薪)長老。

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D. Rules and Orders of Meetings

1. The Chairperson of the Board of Elders will call for periodic and non-periodic Board of Elders Meeting according to the practical needs of the Church. Two-thirds (2/3) of the Board of Elders will constitute the quorum. Two-third (2/3) majority of those present will be needed for the passing of any proposal brought before the Board of Elders.³⁰
長老會主席按教會實際需要，召開定期或不定期長老會議。三分之二會員滿足法定人數；任何會中定案必須要有三分之二出席會員，同意通過。

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E. Appointment

1. Deacons can be re-elected after their first term³¹ in order to have current Deacons working together so the ministerial works will not be interrupted.
任滿第一任期後的執事，可連選得連任，使新舊人選共事，以免聖工脫節。
2. Except for special reasons, those Deacons whose two (2) terms expire will automatically be candidates. But those who fail to attend the Joint Board of Elders and Deacons meetings for more than four times without a valid reason during their term will not be considered.³²
除非有特殊原因，任滿兩任期後的執事，自動成為執事候選人。若在任期無故缺席長執會四次以上者，則不被考慮。

X. Salaried Pastoral Staff Members

A. Regulations for Appointment of Pastoral Staff Member

1. In view of actual needs, Vocational (Salaried) Elders, Ordained Pastors, Assistant Pastors and Ministers, all known as Pastoral Staff Members can be added to coordinate all spiritual and administrative works of the church.³³
有鑑於實際需要，全職(受薪)長老，牧者們可綜理教會靈修及行政事宜。
2. Elders can become Vocational (salaried) Elder through the same staff appointment procedures. A Vocational (salaried) Elder will serve a term of three (3) years and the term can be renewed. Their eldership tenure shall follow the regulations stated in these Bylaws in Section VII.C.5.³⁴
長老成為全職(受薪)長老，需經過任命事工人員同樣的程序。全職(受薪)長老三年一任期，期滿可續任；他們長老保留權，依照教會會章第七部分

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²⁹ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

³⁰ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

³¹ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

³² Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

³³ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

³⁴ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

C.5 規條處理。

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3. The beliefs of the Candidate must hold to the statement of faith and comply with the practice of this church, be apt to teach, be concerned for the lost, be above reproach and accept our church's polity and decisions of the Joint Board of Elders and Deacons.³⁵
候選人的信仰必須符合教會信仰宣言，並遵守教會行事方式，喜愛教導，關心失散靈魂，有好聲名，且接受教會特殊體制及長執會決定。
3. During his or her term, if a Pastor has been discovered to be deviating from the Biblical truth (preaching heresy), and/or committed serious immoral and conduct unworthy of the Biblical faith with verification from the Joint Board of Elders and Deacons, then the Joint Board of Elders and Deacons will convene an ethics committee, consisting of five members (which may include Elders, Pastoral Staff, Deacons, etc.) to examine the accusations and claims. After careful study, the said ethics committee shall report their examination to the Joint Board of Elders and Deacons with their findings and decision. The Joint Board of Elders and Deacons will approve the said ethics committee's decision by at least a two-thirds (2/3) majority vote.³⁶
在任職期間，若一牧師偏離聖經真理(傳講異端)，及有不道德行為與福音真理不相稱，經長執會證實；長執會要召開由五人組成的紀律小組(可包括長老，教牧人員，執事等)，審查指控及申訴。經仔細查考後，此小組應將審查結果及決定報告長執會。長執會要以三分之二同意票接受小組決定。
4. Vocational (Salaried) Elders or Paid Pastoral Staff Members over 65 years of age are entitled to retirement. Their eldership shall follow the regulations of the elder term.³⁷
全職(受薪)長老及受薪牧職人員，年屆六十五歲、有權退休。他們的長老地位按長老任期規條處理。

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- XI. A.. Membership: All Elders, Deacons, Pastors, Ministers and Paid Administrative Staff Members. Every member has the right to vote with one vote individually. The authority, terms of service, job responsibilities and accountability of the members of the Joint Board of Elders and Deacons is covered in the Church Ministry Manual (Church Ministry Manual Section: VIII).³⁸
長執會成員的權柄，任期，職務及監察，詳明於教會聖工手冊第八部分中。

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D. Rules and Orders of Meetings

2. Quorum of the meeting is two-thirds of all members of the Joint Board of Elders and Deacons. Resolution must be passed with majority votes of all members in attendance except specified by the Bylaws. Absentee voting is permissible at meetings at the Chairperson's discretion, as long as the Elder/Deacon board member has notified their absence to the Chairperson 48

³⁵ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

³⁶ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

³⁷ Revision approved by the Joint Board of Elders and Deacons: 06.19.2016

³⁸ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

hours in advance and to vote on issues for which bylaws and finances are not in order. Absentee voting options can only be done through direct email to the Chairperson or voting by postal mail.³⁹

長執會主席可酌量在長執會中允許缺席投票，只要長執會會員開會前四十八小時前通知長執會主席，而案件不牽涉會章及財務。缺席投票只能以電郵或郵件直達長執會主席。

3. Any Elder or Deacon who is supposed to give a working report in an upcoming meeting but will not be able to attend the meeting, for whatever reason, must notify the Chairperson 48 hours in advance, and appoint a co-worker to participate and to present the working report in their place. If the co-worker is not a member of the Joint Board of Elders and Deacons, they do not have the right to vote.⁴⁰

任何長執有責在會議中報告，而無法出席，必須在四十八小時前通知主席，並請一同工代表出席報告。若此同工不是長執會會員，他/她無投票權。

8. Church members can attend the Joint Board of Elders and Deacons meeting and ask questions, but do not have voting rights.⁴¹

教會會友可參加長執會並發問題，但無投票權。

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XIII. Supplementary Articles

E. These Bylaws supersede the Church Ministry Manual. Any revisions of Church Ministry Manual must be approved by the Joint Board of Elders and Deacons by at least a two-thirds (2/3) vote.⁴²

教會聖工手冊應服從本會章，任何教會聖工手冊更改，必須由長執會以三分之二同意票通過。

XIV. Financial Control and Management:⁴³
財務監督及管理

XV. Vacations, Retirements and Sabbaticals: Refer to the Home of Christ Church in West San Jose Church Ministry Manual (Section VIII).⁴⁴

假期、退休制度及禧年假。參照基督之家第四家聖工手冊第八部分。

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4. We believe that all Scripture, the sixty-six books of the Old and New Testament, are given by the plenary inspiration of God. The whole Bible is uniquely, verbally, fully inspired without error in the original manuscripts in the sense that holy men of God were moved by the Holy Spirit to write the very words of Scripture and are a complete revelation of His will for the salvation of humans.

³⁹ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴⁰ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴¹ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴² Addition approved by the Joint Board of Elders and Deacons: 06.19.2016

⁴³ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴⁴ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016

As God's infallible written Word, the Bible is the supreme and final authority for all godly living and is trustworthy (2 Timothy 3:16-17).⁴⁵

我們相信所有聖經經文，六十六卷新舊約書卷。整本聖經的原文是唯獨地，在言辭上，無誤地受神靈感寫成；意思是：神的僕人受聖靈靈感寫下每一個經卷上的字，是神對人類救恩的整全顯示。聖經是神絕無謬誤的話語，是過虔誠生活最高及終極權威的指南，是絕對可靠的(提摩太後書 3：16-17)。

5. We believe that man is made in the image of God. Through the fall of Adam, sin entered into the world and mankind has been sinful since and only by faith in the Lord Jesus Christ can man find forgiveness of sins and thus receive eternal life. Salvation is given to us by grace and is received through faith not by one's own works. (Romans 3:22-23; Ephesians 2:1-3,8-10) We define "marriage," according to the Scripture as the exclusive covenantal union of one man and one woman (Genesis 2:20-25; Matthew 19:4-5; Mark 10:6-9; Ephesians 5:31) and "human sexuality," according to the Scripture, as legitimate sexual relations are exercised solely within marriage (Leviticus 18:22, 20:13; Romans 1:26-27; 1 Corinthians 6:9).⁴⁶

根據聖經的教導,婚姻是一個男人和一個女人所立排他性的盟約(參 創 2:20-25; 太 19:4-5; 可 10:6-9; 弗 5:31) , 而正當的性行為是建立於婚姻的關係中.(參利 18:22, 20:13; 羅 1:26-27; 林前 6:9)

⁴⁵ Revision approved by the Joint Board of Elders and Deacons: 05.22.2016

⁴⁶ Addition approved by the Joint Board of Elders and Deacons: 05.22.2016