

CHURCH BYLAWS

WHAT'S CHANGING AND WHY
OX HILL BAPTIST CHURCH

THE WHY THE WHO THE WHAT

Chartered Team (why?)

At the request of the coordinating council and the deacons, the team was charged with accomplishing two primary tasks:

1. Providing a recommendation to the church regarding the incorporation of Ox Hill Baptist Church (OHBC).
2. Draft new bylaws to optimize church organizational structure, that meet the needs of the congregation at OHBC today, and that also scale with the church's mission & vision.

Team Members (who?)

Jaimi Lockett, Kirk Beene, Bruce McKinley, and Michelle Pahriss.

Scope (what?)

Our team's focus is on the bylaws and articles of incorporation. Edits to the Church Constitution and Covenant are out of scope of the team.

WHAT WAS OUR APPROACH

Gathered example Bylaws of Incorporated Churches: The team gathered the Bylaws of 11 incorporated churches. These resources and the opinions of their church leaders were useful in developing OHBC's new bylaws.

Discussed likes and dislikes of examples: The example bylaws contained different approaches to the infrastructure of the Board of Directors and other laity leadership roles. Some were too simple and some were too long. We liked the brevity and reduced committee dependency.

Determined an Organizational Structure: The team preferred an organization of Ministerial, Deacons, Board, Teams, and Laity components. This structure was similar to our sister church in Arlington, VA Memorial Baptist Church (MBC).

Communicated with Pastors and Staff: In addition to receiving copies of their bylaws we spoke to their leadership on the effectiveness and ease of application of their bylaws. We followed-up with the Pastor of MBC, for clarification as we drafted new OHBC bylaws for a broader understanding of how MBC's structure functioned.

Team effort: The Team began meeting via Zoom in November 2020 and have continued to meet virtually at least every two weeks. In addition to two hours every other Sunday, team members have also contributed hours individually to draft the new bylaws. Finally, the team did not make these decisions and recommendations in a vacuum, they are actively consulting with the Coordinating Council, Deacons, and Ministerial staff.

QUESTIONS WE'VE HEARD ABOUT THE NEW BYLAWS

Are you writing entirely new Bylaws? Yes - We believe leadership and the church are looking for the following components to be included; concise, flexible, and agile bylaws that, maximize participation, minimize overload of individuals, provide support for informed decision making, empowers leaders when possible and ensures accountability when required.

Are you changing the Church Constitution and Covenant? No - Except for any inclusion of incorporation that needs to be considered they are out of scope.

Will membership be better defined?: Yes - as required for incorporated churches. New definitions will allow for greater participation and improved accuracy of member roles. There will be three classes of membership; Active, Inactive, and Associate.

Will the Congregation still be the decision makers'? Yes - Active Members will continue to affirm New Members, vote on the hiring of Ministerial staff, Nomination and Ordination of Deacons, Appointment of Church Officers and Committees, etc.

WHAT IS DIFFERENT

Structure

Welcome, Word and Work Teams (21) - One Team Lead, and Six Team Members each

Board of Directors (9) - Pastor, Treasurer, Secretary, Deacon Chair, Team Leads, and Two Laity

Personnel Committee (4) - Pastor and Three Laity

Nominating Committee (6) - Outgoing Deacons, Outgoing Team Lead, and Pastor

Less People

Currently the Nominating Committee fills 258 positions for 24 committees, officers, etc.

The proposed structure requires 42 active members to be nominated and elected by the church and empowers the Teams to recruit and coordinate volunteers needed to do the work of the church.

Less Procedure

OHBC's current Bylaws blend practice, policy, and procedure. They are full of positions that must be filled and do not reflect OHBC today. The new Bylaws are more dynamic and create an effective decision making process.

More...

This new structure includes accountability and ensures the will of the Church.

Team Facets and Committee Changes

These teams oversee the functions of the church in coordination with staff.

Welcome: Focused on hospitality, evangelistic outreach and worship. **Think** Church Socials, Ushers & Greeters, Lord's Supper, Baptism, Decorating, and Audio Visual.

Word: Responsible for spiritual formation and age-group ministries. **Think** Sunday School, MDO, VBS, Music education, and Silver Threads.

Work: Engaged in community, missions, and stewardship of properties and records. **Think** Grounds, Transportation, ESL, Prison Ministry, Rio Poderoso, Safe sanctuary, and Auditing.

Nominating Committee: The Nominating Committee will become more seasonal in nature, and would come together for a brief period of time during the summer to propose new individuals prior to the Church year start. We feel it ensures representation of the church and spiritual leadership.

Personnel Committee: The Personnel Committee exists to support and advocate for employees of the Church, to support the goal of professional development and accountability, and to ensure that the Church follows relevant employment laws and good practices.

WHAT IS UNCHANGED?

The purpose of the Church to praise God above all else; proclaim the gospel of Jesus Christ; prepare disciples; and provide hope, healing, and help to a world in need.

Deacons' responsibility for Spiritual Leadership

Stewardship Finance structure and responsibility

Ministries and programs (though this model better supports assessment and evaluation)

