

Proposed revision of MBCLA Bylaws- 1/25/2015

Background: By the grace of God MBCLA has experienced tremendous growth in our 52 years history. For example, MBCLA started with a single language group, now we have three language groups; we started with one pastor, now we have a sizable church staff. As a result, the bylaws of our church were outdated in many areas. The Church Council proposed to revise the Bylaws in order to meet the needs of MBCLA now and in the future.

The highlights of the Church Council's proposal are as follows:

- 1) Five articles are added:
 - Article 2: Mission Statement
 - Article 7: Other Ministerial Staff
 - Article 13: Other Organizations Affiliated with The Church
 - Article 15: Dissolution of the Church
- 2) Four sections are added as an Appendix:
 - Biblical Reference to our Mission Statement (Article 2)
 - Our view on marriage based on our Statements of Faith (Article 3) (This was 2.02 after the bylaws were amended on 6/26/11)
 - Church Membership Covenant (see Article 4.04)
 - Prerequisites for deacons (see Article 8.02)
- 3) Other changes: such as requirements to church membership (4.01); membership meeting quorum (5.04); definition of Search Committee, formerly known as Pulpit Committee (6.01); defined Unified Deacon Board and Language Deacon Ministry Teams (8.06) etc...

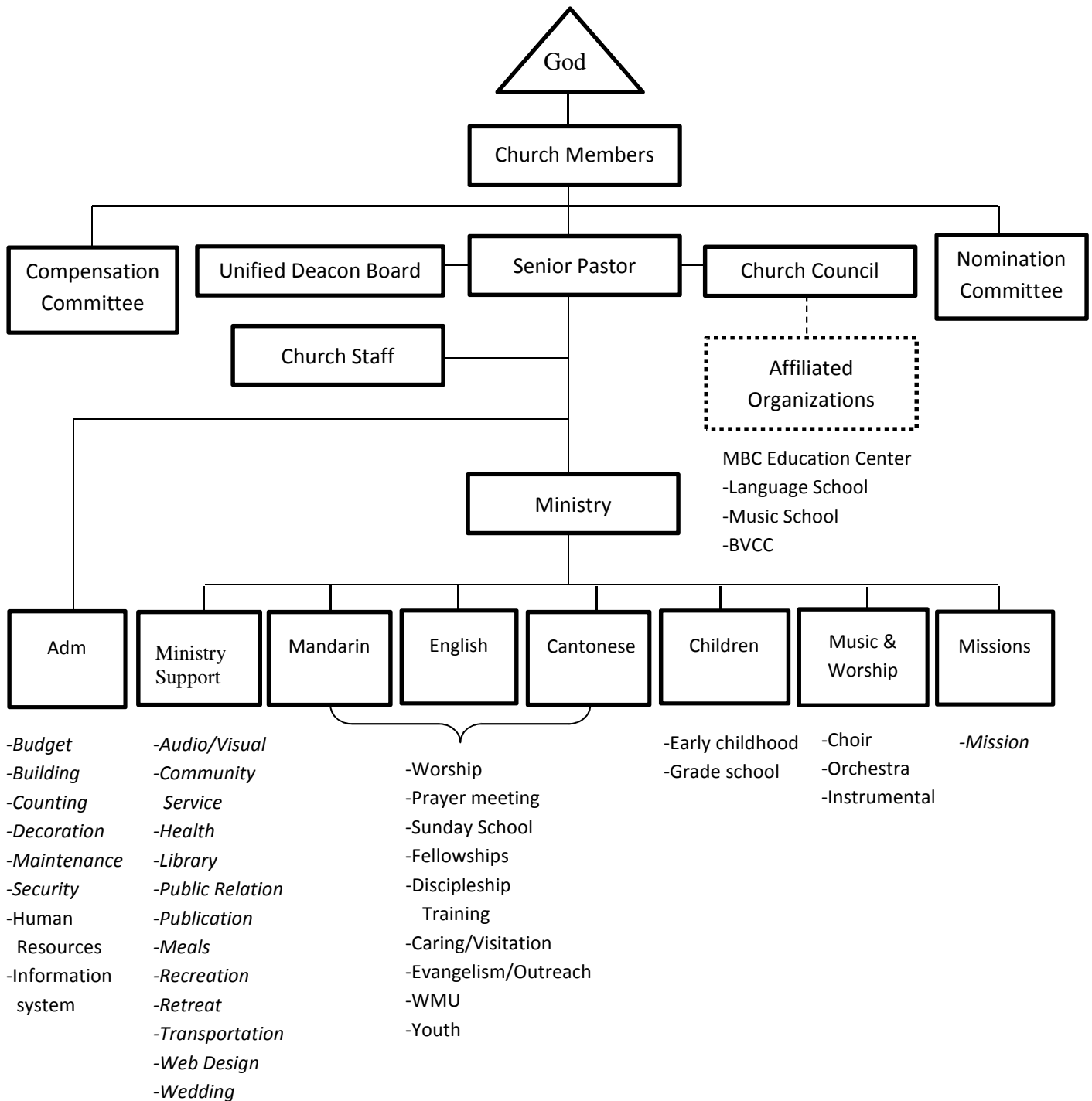
Concurrently, as the church grows, we need to revise the composition of the Church Council so that our church will function more efficiently. The Church Council proposes a new functional chart for the church and to revise the Composition of the Church Council.

If you have any questions or comments related to the proposed revisions in the Bylaws and the new functional chart, please submit in writing to the Ad-hoc Bylaws committee or email to info@mbcla.org by February 15, 2015.

Let us all labor together in building up our spiritual home. Thank you!

MBCLA FUNCTIONAL CHART & THE COMPOSITION OF THE CHURCH COUNCIL

1) MBCLA Functional Chart



(Names of Standing Committees are in italic)

2) Composition of the Church Council

a) The Church Council with voting rights consists of the following:

Ministerial staff: Senior Pastor (President), Pastor of ministry co-ordination, Language Lead Pastors-English, Cantonese, Mandarin, Pastor of Worship and Music, Mission Pastor*, Children Ministry Director; Administrative Director.

*When there is Mission Pastor on staff

Lay representatives: Vice President, Secretary, Church Clerk, Treasurer, Financial Secretary, Cantonese Representative, English Representative, Mandarin Representative, Mission Committee Chair**, UDB representative, Ministry Support Representative (to be elected among chairs of committee under ministry support)

**When there is no Mission Pastor on staff

- b) The lay representatives with voting rights shall always constitute a majority voting seats in the Church Council.
- c) Other ministerial staff members, Mission Church pastor(s) and Standing Committee chairs are required to attend the Council meeting when invited.
- d) The Church Council can propose modification to the Functional Chart as well as the composition of the Church Council to be approved by the members with a simple majority vote in a meeting of members without modification to the Bylaws.

Approved by church members on ___/___/___.

BY-LAWS OF MANDARIN BAPTIST CHURCH OF LOS ANGELES

(Adopted on November 25, 1970, amended on August 19, 1973, April 28, 1996, June 26, 2011, and , 2015)

ARTICLE 1 OFFICES AND AFFILIATION

- 1.01 Location: The principal office for the Mandarin Baptist Church of Los Angeles (MBCLA), hereinafter referred to as the Church, shall be located in the County of Los Angeles, State of California.
- 1.02 Affiliation: The Church shall be affiliated with the Southern Baptist Convention in its national, state and local expressions.

ARTICLE 2 MISSION STATEMENT

- 2.01 Mission statement: MBCLA exists to glorify God through the fullness of our worship overflowing to fellowship, equipping, service, local evangelism, and global missions, thereby fulfilling the Great Commission (see Appendix A for biblical references to our Mission Statement).

ARTICLE 3 STATEMENT OF FAITH

- 3.01 Statement of faith: The Church accepts the Bible as the inspired Word of God and as the ultimate authority in matters of faith, doctrine and Christian living. The Church accepts the year 2000 version of "The Baptist Faith and Message" adopted by the Southern Baptist Convention as an affirmation of our basic Christian beliefs and as a general statement of faith (see also Appendix B).

ARTICLE 4 MEMBERS

- 4.01 Qualifications: Any person who meets all of the following qualifications
- a) has professed Jesus Christ as his/her personal savior,
 - b) has attended the Church on a regular basis for at least six (6) months,
 - c) has been baptized by immersion,
 - d) has shown willingness to join the Church and to participate in church activities, spiritual and financial supports,
 - e) has completed a membership class at the Church, and
 - f) has been recommended by the Senior Pastor to become a church member and without any written objection from any member within one month following a public announcement,
- may become a regular member of the Church. If there is a written objection, the application will be referred to the Senior Pastor and the Unified Deacon Board (see Article 8) for their joint review and decision.

- 4.02 Registration/Inactive Status:
- a) Registration of members shall be conducted in March of each year to update the Membership Roster.
 - b) Those members who have not registered for over a year shall be considered inactive members and are not eligible to vote or to be nominated to a position that must be approved by members in a meeting of members.
 - c) Members who become inactive for less than two years may be re-instated any time as a member by re-registering. Application for re-instatement by a member who became inactive for more than two years shall be approved if there is no written objection from any member within one month following a public announcement of said application.
 - d) Any member who becomes a member of another church shall become an inactive member of the Church.
- 4.03 Withdrawal/Termination:
- a) Any member may withdraw from membership in the Church by delivering a written request to this effect to the Church Clerk (see Article 9).
 - b) Membership shall be terminated upon the death of the member.
- 4.04 Discipline: Any member whose life and conduct is not in accordance with the church membership covenant (see Appendix C) in such a way that the member hinders the ministry influence of the Church in the community shall be subject to disciplinary action. The deliberation and execution of disciplinary action shall be handled by the Senior Pastor together with the Unified Deacon Board. The Biblical guideline for disciplinary action towards a member can be found in Matthew 18:15-17.

ARTICLE 5 MEETINGS OF MEMBERS

- 5.01 Annual meetings: Two scheduled annual meetings of members shall be held, one in June and one in September of each year. The first meeting shall include the election of officers and members of the standing committees. The second meeting shall include the adoption of the annual budget and the election of the members of the Nomination Committee (see Article 11) for the next fiscal year.
- 5.02 Special meetings: Special meeting of members may be called at any time by the Senior Pastor or the Church Council or on the written request by 20% or more of the voting members filed with the Church Council.
- 5.03 Notice of meetings: Notice of each meeting of members giving the time and place of the meeting and the specific business to be considered as designated by the Church Council or by the Senior Pastor, shall be printed in the Sunday church bulletin and orally announced during Sunday service at least two weeks prior to the meeting, unless there is a special urgency in which case, the meeting may be called with the same procedure as mentioned above upon one week prior notice.
- 5.04 Quorum: A quorum shall consist of those members present and voting at a meeting duly

noticed and called.

- 5.05 Voting Rights:
- a) A member must have registered at least one month before a meeting of members to have the right to vote at that meeting.
 - b) Members must attend the meetings of members in person to vote.
- 5.06 Presider: Meetings of members shall be presided over by the President of the Church Council or his designees.
- 5.07 Rule of Order: Meetings of members shall be governed by Robert's Rule of Order.

ARTICLE 6 SENIOR PASTOR

- 6.01 Appointment: A Senior Pastor candidate shall be nominated by the Search Committee (formed by the Unified Deacon Board) and recommended by the Unified Deacon Board to the members. The appointment of the Senior Pastor shall be approved by a two-third (2/3) vote of the members of the Church at a meeting of members.
- 6.02 Duties: The duties of the Senior Pastor shall include, but are not limited to the following:
- a) Providing a unified vision and establishing the general direction of the Church
 - b) Responsible for the general ministry of the church and the general oversight of the spiritual welfare of the church
 - c) Serving as President of the Church Council and ex officio member of all committees
 - d) Supervising and mentoring all other ministerial staff
- 6.03 Absence of Senior Pastor: The Unified Deacon Board shall be responsible for the functions of the Senior Pastor in the event that the Senior Pastor position becomes vacant or that the Senior Pastor is incapacitated.
- 6.04 Removal: Removal of the Senior Pastor shall be initiated by the Unified Deacon Board. A two-third (2/3) vote of the members present at a meeting called for the purpose shall be required to remove the Senior Pastor from office.
- 6.05 Resignation: Senior Pastor may resign by filing a written notice of resignation with the Unified Deacon Board. Such action shall become effective three (3) months from the date it is received to allow time for the arrival of a successor except in case of unexpected emergency.
- 6.06 Compensation: The Senior Pastor's compensation shall be administered by the Compensation Committee (see Article 11.03).

ARTICLE 7 OTHER MINISTERIAL STAFF

- 7.01 Appointment: The calling of other ministerial staff shall be initiated by the request of the Senior Pastor to the Unified Deacon Board. The ministerial staff shall then be nominated

by the Search Committee, approved by the Senior Pastor, recommended by the Unified Deacon Board, and approved by a two-third (2/3) vote of the members of the Church at a meeting of members.

- 7.02 Removal: The removal of other ministerial staff shall be handled by the Senior Pastor after consultation with the Unified Deacon Board.
- 7.03 Resignation: A ministerial staff may resign by presenting a letter of resignation to the Senior Pastor. Such resignation shall become effective three (3) months from the date it is received to allow time for the arrival of a successor except in case of unexpected emergency.
- 7.04 Compensation: The compensation of the other ministerial staff shall be administered by the Senior Pastor based on the general guideline established by the Compensation Committee.

ARTICLE 8 DEACONS AND THE BOARD OF DEACONS

- 8.01 Basic Function: The Church may ordain Deacons to assist the pastors in the nurture of the Church to promote the growth of spiritual work:
- a) To proclaim the gospel to believers and unbelievers,
 - b) To care for the church's members and other persons in the community,
 - c) To lead the Church in the achievement of its missions.
- 8.02 Qualifications and Requirements: Based on the criteria found in the Bible (Act 6:3, I Timothy 3:8-13, Malachi 3:8b) with details provided in Appendix D.
- 8.03 Recommendation and review: Deacon candidates shall be recommended by the Senior Pastor, related Language Ministry Pastor, and individual deacons, and the candidates will be reviewed by the Deacon Election Sub-committee of the Unified Deacon Board.
- 8.04 Nomination:
- a) The finalized list of candidates shall be announced to the church congregation at least two months prior to the date of election.
 - b) Any church member who holds any reservation about any of the candidates shall formally file a written objection within two weeks with the Senior Pastor and the Unified Deacon Board Chair, stating clearly the nature and rationale of such objection.
 - c) After careful investigation of the written objection and deliberating this matter with the Unified Deacon Board, the Senior Pastor, and the Language Pastors, the Senior Pastor and the Unified Deacon Chair shall, on behalf of the Unified Deacon Board, inform the member who submitted the complaint of the decision to the Unified Deacon Board and its rationale for the decision.
- 8.05 Election: Deacons shall be elected by signed ballot in a meeting of members scheduled

for that purpose. A majority vote from all members present at such a meeting, together with a two-third (2/3) vote of the members from the Language Ministry to which the candidate belongs, is required for a deacon candidate to be elected.

- 8.06 Two Units: There are two independent units: Unified Deacon Board (UDB) and Language Deacon Ministry Team.
- a) The Unified Deacon Board shall consist of deacon representatives from all language groups and the Senior Pastor. The main functions of the Unified Deacon Board include, but not limited to:
 - i. Develop policy in planning, implementing, and coordinating of mission church planting.
 - ii. Appoint Search Committee for the calling of the Senior Pastor and other ministerial staff.
 - iii. Be responsible for the duties of the Senior Pastor if the position is vacant or if the Senior Pastor is incapacitated.
 - b) Language Deacon Ministry Teams shall support pastors in their respective language group ministries. Some of their responsibilities include family ministry, Lord's Supper and caring of church members.

ARTICLE 9 CHURCH OFFICERS

- 9.01 Selection of officers/term of service: The officers of the Church shall be a President, a Vice-President, a Secretary, a Church Clerk, a Treasurer, and a Financial Secretary. They are ex officio members of the Church Council (see Article 10).
- a. The President: The President shall be the Senior Pastor and is not subject to election.
 - b. Officers other than the President: They are nominated by the Nomination Committee and are to be elected at the first scheduled meeting of members. The term of each office shall be two years. Each officer may not be re-elected consecutively to the same position, but may be re-elected to another Church Council position.
 - c. A lay representative may not serve in the Church Council consecutively for more than 4 years.
- 9.02 Primary function of President: The President shall represent the Church to the public. He shall be the ex officio president of the Church Council, and an ex officio member of all standing committees.
- 9.03 Primary function of Vice-President: The Vice-President shall assist or, when designated by the President, act in the place of the President. He shall also serve as chairperson of the Compensation Committee.
- 9.04 Primary function of Secretary: The Secretary shall be responsible for formal documentation of the Church as the Senior Pastor or the Church Council may request as needed from time to time.
- 9.05 Primary function of Church Clerk: The Church Clerk shall be responsible for keeping the records of the proceedings of the meetings of members. The Church Clerk shall keep the Corporate Seal, and the membership roster.

- 9.06 Primary function of Treasurer: The Treasurer shall receive and safely keep all money of the Church, disburse the same as authorized in the budget, and may appoint up to three assistant treasurers with the approval of the Church Council.
- 9.07 Primary function of Financial Secretary: The Financial Secretary shall keep an account of the finances of the Church on books, and make periodic financial reports to the members.

ARTICLE 10 CHURCH COUNCIL AND COUNCIL MEMBERS

- 10.01 Composition of Church Council: Apart from the officers of the Church as ex officio Council Members (Paragraph 9.01), the Church Council shall consist of other members as listed in the current "MBCLA Functional Chart and the Composition of the Church Council" which has been approved by a meeting of members.
- 10.02 Terms of service/filling of vacant council position:
- a. Lay Council Members shall serve a two-year term, and may not be re-elected consecutively to the same Council Member position, but may be re-elected to another position. A lay representative may not serve in the Church Council consecutively for more than 4 years.
 - b. Vacant lay council positions due to resignation or departure from MBCLA may be filled by the Church Council if necessary.
- 10.03 Primary functions of the Church Council: The Church Council shall have general charge of all the administrative and business affairs of the Church, and carry out resolutions of the meetings of members. The Council may authorize expenditure beyond the budget, provided the amount is no greater than ten percent (10%) in excess of the total approved annual budget.
- 10.04 Council meetings:
- a) Frequency of meeting: The Council shall hold regular meetings each month. Special meetings may be called at any time with prior announcements.
 - b) Quorum: A quorum shall consist of a majority of the council members.
 - c) Open meeting: The meetings are also open to any member of the Church to attend as audience.
- 10.05 Inactive Council Member/Reactivation: Any Council Member who fails to attend three consecutive regular meetings of the Council without prior notification shall be considered having resigned from the Church Council but may be reactivated in status by the Church Council if subsequent evidence establishes that the absence was necessitated by good cause.

ARTICLE 11 CHURCH COMMITTEES

- 11.01 Functions: Various Standing Committees and Ad Hoc Committees are established to carry out the ministry of the Church.

- 11.02 **Nomination Committee:** The Nomination Committee shall nominate the Church Officers (see Article 9) other than the Church Council President and the chairpersons and the members of all Standing Committees other than the Compensation Committee. The Nomination Committee members shall be recommended by the Church Council and approved by the Congregation during the second scheduled annual meeting of the members.
- 11.03 **Compensation Committee:** The Compensation Committee shall establish the guideline for the compensation of all paid staff, attend to staff benefits, and administer the compensation of the Senior Pastor. The Compensation Committee shall consist of the following: Vice President of the Church Council (Chair of the Compensation Committee), two deacons from the Unified Deacon Board, Treasurer of the Church, and the Chairperson of the Budget Committee.
- 11.04 **Titles, duties, and sizes of other committees:** The titles, duties, and sizes of other committees are established and amended as necessary by the Church Council.
- 11.05 **Elections & Term Limit of other committees:**
- a) **Selection of chairperson:** The chairman of each Standing Committee shall be nominated by the Nomination Committee and elected at the first scheduled annual meeting of members. The term of office is two years and may not be re-elected consecutively to the same position.
 - b) **Election/terms:** Members of the Standing Committees are elected at the annual meeting of the members. Terms of offices are one year. Committee members may be re-elected.
- 11.06 **Ad Hoc Committees:** Members of the Ad Hoc Committees shall be appointed by the Church Council or the Unified Deacon Board or the language group on behalf of the Church. The term of those appointments shall be at most one year and may be extended after annual review.

ARTICLE 12 MISSION CHURCH

- 12.01 **Purpose:** The Church may establish Mission Churches at suitable locations to promote Gospel work and shall assist such Mission Churches to develop into local independent churches. (In this article, Mandarin Baptist Church of Los Angeles may be referred to as the Parent Church).
- 12.02 **Guidelines for Establishing Mission Church:** The guidelines shall be developed by the Unified Deacon Board.
- 12.03 **Members:** The Mission Church may accept new members and believers.
- 12.04 **Relations to Parent Church:** The Parent Church and the Mission Church shall maintain close relationship and shall render each other mutual assistance in manpower and

materials in order to promote the Lord's work. Pastors, officers and members of the Parent Church and the Mission Church shall hold jointly spiritual and business meetings to be scheduled annually. The Mission Church pastor shall attend Parent Church Unified Deacon Board and Church Council meetings as a non-voting member and to give report regarding the Mission Church.

- 12.05 Meetings: The Mission Church may hold independent meetings of members and officers' meetings according to procedures to be established by the individual Mission Church. The agenda and resolutions at these meetings shall be limited to affairs applicable to local Mission Church. Representatives designated by the Senior Pastor from the Parent Church shall be notified to attend these meetings. Copies of minutes of such meetings shall be sent to the Parent Church for reference and file.
- 12.06 Organization/Finance/Records:
- a) Organization: The organization and the procedure for election of officers of the Mission Church shall be established by each Mission.
 - b) Finance: The financial affairs may be managed by the Mission Church.
 - c) Records: Annual Budget and monthly financial report of Mission Church shall be submitted to Parent Church as scheduled. Copies of records, rosters, statistical reports, etc., shall be periodically sent to the Parent Church for reference and file.

ARTICLE 13 OTHER ORGANIZATIONS AFFILIATED WITH THE CHURCH

- 13.01 Purpose: The Church Council, upon approval of Church members at a duly called meeting, may establish a separate legal entity, hereinafter referred to as the Affiliate, for outreach purposes under the applicable laws governing nonprofit religious corporations.
- 13.02 Relationship with the Church: The Affiliate shall adhere to the overall ministry direction set forth by the Church Council and shall provide periodic reports to the Church Council. The Affiliate shall be governed by a Board of Trustees whose members are appointed by the Church Council. Each member of the Board of Trustees must be a member of a church that professes the same faith as the Church, and at least 2/3 of the members have to be members of the Church. The Board of Trustees shall be independently responsible for the general administration, operation, and the financial aspects of the Affiliate.

ARTICLE 14 RECORDS AND REPORTS

- 14.01 Record keeping: The Church shall keep a membership roster, minutes of the meetings of members, of the Church Council, records relevant to the amount and value of property, accounts of its assets, liabilities, receipts and disbursement.
- 14.02 Financial Report: The Church Council shall report to the members at the end of the fiscal year a financial summary, certified by the President, the Treasurer, and the Financial Secretary, or by a licensed CPA.

- 14.03 Right to Review Records and Reports: Any member may submit a written request to the Church Council through the Church Clerk to review the following church documents dated within three years prior to the request date: minutes of the meetings of members, minutes of the Church Council, the annual financial report and the annual budget. The review shall take place at the Church office in the presence of the Church Clerk or his/her designee. No records or reports shall be duplicated without the consent of the Church Council.
- 14.04 Corporate Seal: The Church Council may adopt, use, and alter the corporate seal. The present corporate seal was registered in the State of California on 10/2/1963.
- 14.05 Fiscal Year: The fiscal year of the Church shall be from October 1st to September 30th.

ARTICLE 15 DISSOLUTION OF THE CHURCH

- 15.01 Disposition of Net Assets: Upon dissolution of the Church, the Church Council shall cause the net assets of the Church to be distributed to the California Southern Baptist Convention solely for the purpose of local church ministry in accordance with our Statement of Faith.

ARTICLE 16 BY-LAWS

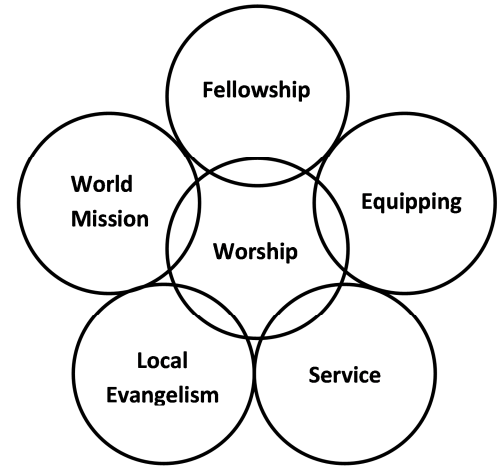
- 16.01 Amendments: Amendments to the By-laws may be proposed by the Church Council or by the petition of at least 20% of the voting members presented to the Church Council for the consideration at a meeting of members. The By-laws, or any of them, may be amended or repealed and new By-laws adopted at a meeting of members by a two-thirds vote of the members present.
- 16.02 Certified copy: The original, or a copy of the By-laws as adopted to date, certified by the Secretary, shall be kept at the Church, and shall be available to all members for inspection.

APPENDIX

A. Biblical Reference to our Mission Statement (Article 2)

Our Mission Statement (Article 2) is based on the following six essential and sequential steps to a healthy church and scriptural references:

- 1) **Worship:** Fulfilling the need for God (Psalm 148, 150; Matthew 22:34-37; John 4:23-24)
- 2) **Fellowship:** Fulfilling the need for each other (Proverbs 27:17; Acts 2:42; Hebrews 10:23-25)
- 3) **Equipping:** Fulfilling the need for training (2 Timothy 2:2, 3:16-17; Matthew 28:20; Colossians 3:16-17)
- 4) **Service:** Fulfilling the need to build up one another (John 13:12-15, 34-35)
- 5) **Local Evangelism:** Fulfilling the need to reach the community for Christ (Acts 1:8; I Peter 3:15)
- 6) **World Mission:** Fulfilling the need to reach the world for Christ (Matthew 28:18-20; Revelation 7:9-10)



B. Our view on marriage based on our Statement of Faith (Article 3)

The Church specifically views that marriage is a biblical institution established by God as clearly described in the scriptures. The Church recognizes that marriage is the uniting of one man and one woman in covenant commitment for a lifetime. Accordingly, the Church, its pastors, staff and members will not engage in same sex unions or same sex marriages, nor shall its property or resources be used for such purposes. In addition, its pastors will not officiate same sex unions or same sex marriages outside of the Church.

C. Church Membership Covenant (see Article 4.04)

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Savior, and on the profession of our faith, having been baptized in the name of the Father and of the Son, and of the Holy Spirit, we do now, in the presence of God, angels, and this assembly, most solemnly and joyfully enter into covenant with one another as one body in Christ.

We commit, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the health and growth of this church in knowledge, holiness, and unity; to promote spiritual maturity; to sustain its worship, ordinances, discipline, and doctrines; to welcome, and test biblically, instruction from the Scriptures by the pastors of the Church, seeking to grow toward biblical unity in the truth; to contribute cheerfully and regularly to the financial support of the ministry and the expenses of the Church, and to spread the gospel to all nations.

We also commit to maintain family and private devotions; to spiritually educate our children; to seek the salvation of our families and acquaintances; to walk prudently in the world; to be just in our dealings, faithful in our engagement, and exemplary in our conduct to avoid all tattling, backbiting, and excessive anger; to seek God's help in abstaining from all drugs, food, drink, and practices which bring unwarranted harm to the body or jeopardize our own or another's faith; to be zealous in our efforts to advance the kingdom of our Savior.

We further commit to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate courtesy in speech; to be slow to take offense, but always ready for reconciliation and be mindful of our Savior to secure it without delay.

We will endeavor to unite with another church following our relocation to another area where we can carry out the spirit of this covenant and the principle of God's Word.

D. Prerequisites for deacons (see Article 8.02)

1. Biblical Prerequisites:

- a. Spiritual Qualifications (Act 6:3, I Timothy 3:9, Malachi 3:8b):
 - i. A born again Christian.
 - ii. Full of the Holy Spirit.
 - iii. Full of wisdom.
 - iv. Must be capable of keeping hold of the deep truths of the Faith.
 - v. A faithful Tither.
- b. Moral Conditions (Act 6:3, I Timothy 3:8-13):
 - i. Worthy of respect.
 - ii. Sincere.
 - iii. Not indulging in much wine.
 - iv. Not pursuing dishonest gain.
 - v. Having a clear conscience.
 - vi. Be tested and proven to be a person of integrity.
 - vii. Not a malicious talker.
 - viii. Temperate.
 - ix. Husband of one wife.
 - x. Must manage ones children and household well.
- c. In Christian Service (Act 6:3, I Timothy 3:8-13):
 - i. Trustworthy in everything.
 - ii. Be able to serve well.
 - iii. Having an excellent standing within and outside the church.
 - iv. Having great assurance in ones faith in Christ Jesus.

2. Church Prerequisites:

- a. At least twenty-five years old.
- b. A baptized Christian and a member of this church for at least three years.
- c. Practices daily devotions.

- d. Actively engaged in the ministry of the church.
- e. Whose spouse shall be willing to serve as a husband-and-wife team in support of the deacon ministry.