

- 1) 4.4.1 "Pastoral staff shall each have one vote in all business transacted by the Council of Members." My concern is the right of "other pastors and ministers" to vote. There should be no question with a staff who knows our church well and knows the issue being voted well. But it is not reasonable for a staff to vote if he/she does not know our church well, and does not know how long he/she is going to be in our church. Even a staff is working in our church for sure (by contract or anyway he/she make certain), it is not proper to let him/her vote; even he/she prays and decide to abstain, the result of voting still may be affected, because our requirement of quorum, and the calculation to pass the proposals.

根據教會組織章程 4.4.1 ”會員大會由經常會員及教牧同工組成。在所有會員大會討論之事項上，教牧同工具有一票的投票權。” 我的顧慮是”其他牧師及傳道”的投票權。讓一位熟悉教會事務的教牧同工享有投票權是毫無疑問的；但若有教牧同工既不熟悉教會事務，也不確定自己會待在 LCCC 的時間 - 即使該同工根據合約明確知道會待多久，在不熟悉教會事務的情況下讓該同工享有投票權並不適當。即便該同工經過禱告後決定不投票，他的投票權仍然會影響要通過選舉所需的票數計算，進而影響投票結果。

- In response to your comment above, the Transition Committee has amended the definition of Pastoral Staff in the Bylaws (please see LCCC Bylaws Article 3 par 2 & Article 5 par 1 and 5.2.1.2, highlighted in pink): “Pastoral Staff consists of the Senior Pastor and the other pastors and ministers who are officially appointed by the Elder and Deacon Board.” Such other pastors and ministers shall only be officially appointed if they agree with our Statement of Faith, Bylaws, and Positional Statements. After they are appointed, they would be given responsibilities according to the specific areas of their ministry. And since any Council of Member issue would directly affect them and their effectiveness in ministry, it would be appropriate for them to have the right to vote.

針對上面的反饋，教會轉型小組就組織章程裡「教牧同工」的定義做了更清楚的修訂(請參考最新版本組織章程第三條第二段、第五條第一段及 5.2.1.2，本次修改處以桃紅色顯示)：教牧同工由主任牧師及由長執會正式任命之其他牧師和傳道組成。這些牧師和傳道必須毫無保留地同意本會的信仰告白、組織章程、及經本會公告認定之信仰立場，才會獲得任命；就任後，他們將負責所交付的特定事工。基於會員大會的任何議題都會直接影響他們及其負責事工之運作，我們認為授予其他牧師和傳道投票權是適當的。

- However, we cannot foresee all circumstances. In the event we were to pay a pastor/minister to work for a few hours per week or on a temporary

basis, the Elder and Deacon Board would not likely appoint them to an official Pastoral Staff position, but rather some other title, such as Visiting Pastor/Minister, etc. Under such circumstances, they would not automatically have a vote, but would need to go through the process of becoming an Active Member before being able to vote.

雖然我們無法預測所有可能發生的情況。但若教會決定聘請一位每週只工作數小時的臨時牧師或傳道，長執會不太可能會任命該牧師或傳道為正式的「教牧同工」，而是以其他職稱任命之(例如訪問牧師/傳道)。在這種情形下，該牧師或傳道在成為教會經常會員前將不具投票權。

- For those who are appointed as “Pastoral Staff”, they would work closely with the Elder and Deacon Board and/or Pastors and be actively involved in church ministry, and would, therefore, quickly learn about the many issues and people in the church. Thus, we would trust them with the right to vote.

由長執會正式任命為「教牧同工」的其他牧師和傳道將與長執會及(或)牧師同工，並積極地參與教會特定事工，因而將很快地熟悉會眾及教會事務。因此我們相信其他牧師和傳道有投票的資格與權利。

- For those who are appointed as “Pastoral Staff”, we would like them to feel and be treated as a part of the family, not just as visitors. Thus, they should have a voice in church decisions.

我們希望這些由長執會正式任命為「教牧同工」的其他牧師和傳道們能感覺他們是教會這個大家庭的一份子，而非只是個過客。因此，他們在教會事務的決策上應該有參與的權利。

- 2) 5.2 It seems there are less qualification criteria for other pastors and ministers. Compared with the qualification of active members, I have a question: do we accept other pastors or ministers who hold a position in a different church? If so, can they vote? And we tend to assume pastors and ministers attend church regularly, but what if they don't or cannot?

相較於「經常會員」的資格認定，章程中對「其他牧師和傳道」資格的規定似乎比較少。我有一個問題：我們接受在其他教會任職的其他牧師或傳道嗎？如果我們接受的話，他們有投票權嗎？另外，若其他牧師和傳道無法規律地來教會怎麼辦？

- There will be more, not less, qualifications – the qualifications for each pastor/minister will be defined within the individual contract by the Elder and Deacon Board. We need to leave plenty of room for flexibility in the Bylaws, since each appointment to a specific ministry area will have

different requirements (Eg. For a Youth Pastor vs. a Cantonese Pastor).

「其他牧師和傳道」相關資格的規定將會更多，而非更少。基於不同的事工有不同的需求及規定，因此在組織章程中我們需要保留一定的彈性與空間。所以「其他牧師和傳道」相關資格的規定會由長執會訂定於個別契約中，而非在組織章程裡。

- During the hiring process, the Elder and Deacon Board would take into consideration each particular situation (i.e. hold a position in another church/Christian ministry or can't attend the church regularly) and evaluate their gifts, calling, responsibilities, as well as LCCC's needs. If the Elder and Deacon Board decide to hire that pastor/minister, they must see to it that the above mentioned factor(s) would not conflict with the specific ministry for which the pastor/minister is hired.

在聘請其他牧師或傳道的過程中，長執會會就個別的情況(例如，他們是否在其他教會任職或是無法規律參與本會聚會)加以考量、並審核該牧師或傳道的恩賜、呼召、相關責任、及教會的需求。若長執會決定聘請某一位牧師或傳道，他們必然已全盤考量前述的特殊情況，確定不會影響其服事)。

3) 5.2.1.2 "Other qualifications may be established at the time of the determination of need for a specific ministerial position." --By whom and how?

根據教會組織章程 5.2.1.2 ”本會亦可根據實際需要，針對某一職位訂定所需之特殊資格。” 由誰訂定？如何訂定？

- By whom – the Elder and Deacon Board or the committee appointed by the Elder and Deacon Board.

由誰訂定 – 本節已修改如下 ”本會亦可根據實際需要，由長執會針對某一職位訂定所需之特殊資格。” 意即將由長執會或由長執會所任命之委員會訂定。

- How – we purposely do not specify this in the Bylaws. Each pastor/minister is hired according to specific needs; it is difficult to specify general qualifications and/or to define all of the possibilities at this time within the Bylaws. For example, if we would like to hire a pastor for the Cantonese group, one of the qualifications would be that he must speak Cantonese fluently. Instead, specific qualifications would be generated in the contract by the Elder and Deacon Board at the time of hiring.

如何訂定 – 在組織章程中，我們刻意不詳述特殊資格與訂定方法，因為要在此時此刻用概括性的條文去定義所有可能的情況是非常困難的。(例如，假設教會欲為廣東組聘請一位牧師，則該牧師的特定資格

之一是要會說廣東話。) 因此,「其他牧師和傳道」相關資格的規定會由長執會聘請時訂定於個別契約中,而非在組織章程裡。

- 4) I did not find the description of "Search for and Call of other pastors and ministers".

在組織章程修訂中我沒有看到「其他牧師和傳道的徵尋」的相關字句

- There is no search and call for other pastors and ministers listed because this would not be a search and call process. We want the flexibility to hire according to special needs and as God sends the special pastor/minister to meet those needs. For example, the College Ministry group needed help and the Lord opened the doors for Pastor Timothy Peng, who also had the time and calling to help serve our congregation.

「其他牧師和傳道」沒有徵尋的程序,因此在組織章程修訂中也沒有相關的字句。其他牧師和傳道的聘請是基於教會的特殊需求以及我們看見神為了滿足這些需要而派來的牧師或傳道,因此我們希望能保有徵聘的彈性。最好的例子就是當大學生組需要幫助時,神為我們預備了彭加榮牧師,而彭牧師也有呼召及感動來服事於大學生組。