



波特蘭華人福音教會
Chinese Evangelical Church
of Portland

Church Bylaws 教會章程

(Version 1.0, 2023/07/01)

Article I. Name 名稱

Chinese Evangelical Church of Portland

波特蘭華人福音教會

Article II. Mission Statement 宗旨

Go and make disciples of all nations; Building up the body of Christ

(Matthew 28: 19-20; Ephesians 4: 11-13)

傳揚福音，造就信徒，建立基督的身體 -- 上帝的教會。

(馬太福音 28: 19-20; 以弗所書 4: 11-13)

Article III. Statement of Faith 信仰告白

Preliminary Remark: The Articles of Faith below do not include everything that we believe. The Bible itself is our only source and our final authority for all questions not addressed by the Articles of Faith. We do believe, however, that these Articles accurately and clearly represent the teaching of the Bible and are therefore binding upon all members. All teaching given in the Church must be in agreement with these Articles. All staff and members must affirm these Articles of Faith and maintain a lifestyle in agreement with them as a condition of continued employment and good membership standing within CEC of Portland.

前言：以下《信仰告白》並未涵蓋我們所信的一切。對《信仰告白》未涉及的所有問題，聖經是我們唯一泉源和最終權威。然而，我們確實相信，這些條款清楚準確地代表了聖經的教導，因此對所有成員具有約束力。教會給出的所有教導必須與這些條款相一致。所有職員和會員必須認同這些信仰條款，並保持與其一致的生活方式，以此作為能在波特蘭華人福音教會內繼續事奉，或享有會員資格的條件。

1. We believe that all Scriptures - consisting of sixty-six books in the Old and New Testaments - are the only divinely inspired Word of God. The Scriptures are without error in the original manuscripts and are the supreme authority in all matters of faith and conduct. (2 Timothy 3:16-17; 1 Thessalonians 2:13; 2 Peter 1:19-21; 1 Timothy 4:12-13; James 1:21-25)
我們相信由六十六卷書組成的新舊約聖經全書，其所有經文是由神默示的話語，全部經文原稿，無任何錯訛，是指導信徒信仰與行為的最高權威。（提摩太後書 3:16-17；帖撒羅尼迦前書 2:13；彼得後書 1:19-21；提摩太前書 4:12-13；雅各書 1:21-25）
2. We believe that there is only one living and true God, eternally existing as three distinct persons - the Father, the Son, and the Holy Spirit - who are equal in power and glory. This triune God created all, upholds all, and governs all. (Genesis 1:1,2; Deuteronomy 6:4; Isaiah 9:6; Psalms 2:7; Matthew 28:19; Ephesians 2:18; 1 Timothy 1:17)
我們相信獨一無二、又真又活、永在的神，祂是聖父、聖子和聖靈三位一體，同有權柄和榮耀。此三位一體的神創造萬有，托住萬有，主宰萬有。（創世紀 1:1,2；申命記 6:4；以賽亞書 9:6；詩篇 2:7；馬太福音 28:19；以弗所書 2:18；提摩太前書 1:17）

3. We believe that Jesus Christ our Lord is the Son of God - both fully God and fully man - and the Savior of the world. Through his life, death, and bodily resurrection, he atoned for sin and made provision for the redemption of mankind. (Matthew 1:18-25; John 1:14; 3:16; Romans 3:25; 1 Timothy 3:16; Hebrews 2:9; 1 Peter 3:18)
我們相信主耶穌基督是神的兒子，祂既完全是神，又完全是人，是世人的救主。藉著祂的生與死和身體的復活，使人類得救贖，罪得赦免。（馬太福音 1:18-25；約翰福音 1:14；3:16；羅馬書 3:25；提摩太前書 3:16；希伯來書 2:9；彼得前書 3:18）
4. We believe that the Holy Spirit, the third person of the blessed Trinity, brings people into a saving relationship with God, and that he is the Comforter, Sanctifier, and Guide of all who receive Jesus Christ as personal Savior. He empowers the believer to live in obedience to Christ. (John 3:3-8; 14:16-18,26; 16:8-11,13,15; Romans 15:16; 2 Thessalonians 2:13; Titus 3:5)
我們相信聖靈使人知罪，與神建立得拯救的關係，祂是接受耶穌基督為其個人救主的所有信徒的保惠師、聖化者和引導者。祂賜予信徒以力量，使之順從基督的旨意生活。（約翰福音 3:3-8；14:16-18,26；16:8-11,13,15；羅馬書 15:16；帖撒羅尼迦後書 2:13；提多書 3:5）
5. We believe that humankind was created in the image of God, for the purpose of glorifying God. As a result of Adam's fall, sin entered into the human race as a universal condition, and sin condemned the whole human race to death. (Genesis 1:27; 3:1-6; Romans 3:10-12,23; 5:12,18)
我們相信人是按照神形象所創造的，是為了榮耀神。但因人墮落，罪便普遍的進入萬族中，導致全人類的死亡。（創世紀 1:27；3:1-6；羅馬書 3:10-12,23；5:12,18）
6. We believe that repentance of personal sins and reception of Jesus Christ as personal Savior is the one and only way whereby sinners may inherit eternal life. The salvation of the believer is by grace through faith alone, apart from works, in the finished work of Christ on the cross. (Acts 4:12; Ephesians 2:8,9; 1 John 5:12)
我們相信認罪悔改和接受耶穌基督為個人的救主，是罪人得到永生的唯一途徑，信徒的得救是本乎恩，也因著信，不在乎行為，而在於基督在十字架上所成就的工。（使徒行傳 4:12；以弗所書 2:8,9；約翰一書 5:12）
7. We believe that the Church is the body of believers united in Christ with him as the head. The universal Church is composed of the redeemed of all ages. The local church is the organized manifestation of the universal Church. The life of the church should be manifested in worship, instruction, fellowship, evangelism and service. (Matthew 16:18; Acts 2:38-42, 46-47; Ephesians 4:4-6, 11-16; 5:23)
我們相信教會是信徒以基督為首，在基督裏聯合而成的身體。普世教會是由歷代被救贖者所組成。地方教會是普世教會的具體明證。教會的生命力應在敬拜、講道、團契、與福音傳播和事奉中得以體現。（馬太福音 16:18；使徒行傳 2:38-42，46-47；以弗所書 4:4-6，11-16；5:23）
8. We believe that Jesus Christ will return personally, visibly and bodily, in power and glory, to consummate his salvation and his judgment. (Matthew 25:31-46; Acts 1:11; 24:15; 1 Thessalonians 4:14-17)
我們相信耶穌基督將帶著權柄和榮耀，以可見的肉身再次親臨，完成祂對人類的救贖計畫並進行審判。（馬太福音 25:31-46；使徒行傳 1:11；24:15；帖撒羅尼迦前書 4:14-17）

9. We believe in the bodily resurrection of all dead. Those believing in Christ will be resurrected into eternal life, but those rejecting Christ will be resurrected into eternal punishment. (John 5:28-29; I Corinthians 15:20-23, 40-44; Revelation 20:11-15).

我們相信所有死了的人的肉體都將復活；信基督復活者得永生，不信基督復活的人受永刑。（約翰福音 5:28-29；哥林多前書 15:20-23, 40-44；啟示錄 20:11-15）

10. We believe that baptism by water is the public declaration of Christ as Savior and Lord. It is a symbol of one's union, by faith, with Christ in death, burial, and resurrection. (Matthew 28:19; Acts 2:38-41; Romans 6:3-5) The Lord's Supper should be observed by all believers. It consists of partaking corporately of the bread and cup, in remembrance of the death of Christ for the remission of sins. (Luke 22:19-20; 1 Corinthians 11:23-34)

我們相信以水受洗是公開承認接受耶穌基督為救主的表示。洗禮象徵因著信，與基督同死、同葬及同復活。（馬太福音 28:19；使徒行傳 2:38-41；羅馬書 6:3-5）我們相信所有的信徒，都應遵守主的聖餐，一同領受餅和杯，以記念基督為免除我們的罪債而死。（路加福音 22:19-20；哥林多前書 11:23-24）

11. We believe that God created man and He created them male and female in His image. As such, He created them different as to complement and complete one another. We believe that God instituted, ordained and defines marriage as a monogamous relationship between one male born and one female born, and as such, we believe that marriage is exclusively the legal union of one man and one woman. For this reason, homosexuality and all other "sexual preferences" or "orientations" are unnatural, sinful, and unacceptable to God. Consequently, this church ministry will not perform any marriage ceremonies between two individuals of the same sex. It will not condone or recognize such same-sex marriages, civil unions, or domestic partnerships, even though state law provides recognition of such unions. (Genesis 2:24, Matthew 19:4-6, John 4:16-18, Romans 1:18-32, 1 Corinthians 5:11, 6:9-11, 6:18-20, and 7:1-3 and 8-9; Galatians 5:19-21, Ephesians 5:3-7; and 1 Timothy 1:9-11).

我們相信神造了人，祂按照自己的形象造男造女，使其不同，互為補充，彼此成全。我們相信，神確立並將婚姻定義為一男一女之間的一夫一妻制聖潔關係。因此，我們相信婚姻只能是出生時的一男一女的合法結合。因此，同性戀或所有其他“性喜好”及“性取向”是不正常的，有罪性的，也是神所不能接受的。因此，本教會事工不允許在兩個相同性別的人之間舉行任何結婚儀式。即使法律規定承認此類同性婚姻，本教會也不會縱容或承認此類同性婚姻，或家庭伴侶關係。（創世記 2:24，馬太福音 19：4-6，約翰福音 4：16-18，羅馬書 1：18-32，1 哥林多前書 5:11，6：9-11，6：18-20 和 7：1-3，8-9；加拉太書 5：19-21，以弗所書 5：3-7 和提摩太前書 1：9-11）。

Article IV. Organization 組織

1. CEC is an independent and non-denominational church. It should be wholly governed by faith and hope in Jesus Christ accordance to the teachings of the Holy Bible including elder-led church polity.

波特蘭華人福音教會是一個不屬於任何宗派的獨立教會，完全遵照聖經的教導，依據長老制度，憑信心和對基督的仰望行事。

2. CEC is a multi-lingual, inter-generational congregation.

本教會由多語言及跨代的會眾組成。

Article V. Members 會員

Preliminary Remark: Every member, staff (reverend, pastor, minister, director, intern, administrative assistant etc.), elder, deacon, Sunday School teacher, or other volunteers shall be in good spiritual standing and affirm his or her unequivocal agreement with the Scriptures and CEC's Statement of Faith. Any person mentioned above whose confession of faith or behavior is in conflict with the Scriptures or CEC's Statement of Faith will be subject to removal and termination from his or her position and/or church discipline.

前言：每位會員、職員（牧師、神職人員、主任、實習生、行政助理等）、長老、執事、主日學教師或其他同工都應維持正確屬靈立場，並明確同意聖經和 CEC 的信仰告白。上述任何人若其表明的信仰或行為與聖經或 CEC 的信仰告白相衝突，將被免職並終止其事工，或受教會紀律處分。

Section 1. Membership Process 會員會籍

- (a) A person can become a member of CEC through the following two ways

通常可經以下兩個途徑成為本教會的會友

- (i) Accepted Christ as his or her personal Savior and Lord, welcomed by the body after satisfactorily completing the baptismal and membership classes and baptized in this church by a pastor.

接受耶穌基督為其個人救主，在完成本教會的洗禮和通過教會會友課程后，并在本教會接受牧師為其舉行的洗禮和得到會眾歡迎認同。

- (ii) A baptized Christian transferred voluntarily from another church and accepted by the body after completing a CEC membership class in which he or she has testified of being reborn and saved. Such transfer shall be reviewed by an elder or pastor.

已受洗的基督徒自願由其他教會轉入本教會者，可經由完成本教會會友課程並公開承認已經重生得救，被教會肢體接納成為會友。轉會的新會友必須由本教會長老或教牧同工審查而定。

- (b) A member, who is at least eighteen years old, is privileged with voting rights. A member who is otherwise qualified to be an active member but is not yet 18 years of age is called “minor member” and has no voting rights.

所有十八歲以上的會友都享有選舉權。不滿十八歲但其他方面合格而成為會友者，稱為“未成年會友”，沒有選舉權。

- (c) Termination and Restoration of membership 取消或恢復會友資格

- (i) Membership ends by death or voluntary withdrawal.

會友資格因死亡或自願退出而終止。

- (ii) Any member, who has been absent from six consecutive Holy Communion (other than due to sickness) immediately prior to a congregational meeting, becomes an inactive member, who loses the rights to vote and to be nominated in that congregational meeting.

任何會友，若在會友大會召開之前，並非因病而連續六次未參加聖餐者，便算作停籍會友，在該次大會上沒有權利參與選舉或被提名。

- (iii) An inactive member may be restored to active membership by attending the monthly Holy Communion and by consensus of the elder board and pastors.

停籍會友若參與每月一次的聖餐聚會，並經長老團和牧師一致通過，可恢復其會友資格。

- (iv) A member can otherwise be dismissed according to teachings as described in Matthew 18.

除上述情況以外，會友資格僅可根據馬太福音十八章的教導無效後而終止。

Section 2. Privileges and Responsibilities 會友的權益與職責

- (a) A member is entitled to pastoral care and each member of CEC is encouraged to participate in different church ministries. 會友有得到牧養的權利。華人福音教會鼓勵會友參加教會的各種事奉。
- (b) Only an active member can be nominated in church congregational meetings.
只有本教會會友在會友大會上可被提名。
- (c) Only an active member may vote in church congregational meetings.
只有本教會會友在會友大會上享有投票權
- (d) A member, who for some reason cannot participate in any church congregational meetings, may apply for “absentee ballot” in advance of the meeting. An elder or deacon should, after examining the rights of the member, give a ballot and related information to the member, who then makes his own choices and signs the ballot envelope. The elder or deacon then seals the ballots envelope for safekeeping until the meeting, during which absentee ballots will be counted together with all ballots cast in person.
因故不能參加會友大會的會友，可以提前申請“缺席投票”。任何一位長老或執事在審核其資格後，應發給其選票及相關資料，經本人圈選並在信封上簽名後，由長老或執事封妥並保存至會期，與其他當日投的選票一併計票。

Article VI. Elder Board 長老團

Section 1. Organization structure and limitations 組織架構和規範

- (a) The Elder Board consists full-time ordained pastors of CEC and at least 3 lay elders. A lay elder is a non-salaried position and serves on a voluntary basis.
長老團的成員：包括已經按立的教會全職牧師，和至少三名平信徒長老。平信徒長老屬義工性質，不受薪。
- (b) No more than one member of each household* is allowed to serve concurrently as an elder.
在同一家庭*中，同屆只可有一位家庭成員任職長老。
- (c) To avoid the potential for conflict of interest in church finance, a deacon will be responsible for the operation of the church finance. The annual financial budget shall be proposed by the deacons, with guidance from and reviewed by Elder Board, and to be confirmed by Congregational Meeting.
為避免財務的利益衝突，教會財務管理將交給執事負責。教會的年度預算須由執事提案，經由長老團督導和審核，並在會友大會中通過。
- (d) The chairman of the Elder Board is to be elected unanimously among the elders and shall be rotated among elders annually.
長老團主席將由長老們選舉，一致通過後決定，並且每年輪換。
- (e) The chairman of the Elder Board and two elders nominated by the Elder Board are legal representatives of the church organization registered to the State of Oregon.
本教會在俄勒岡州註冊，三位法定代表由長老團主席和被長老團授權的兩位長老擔任。

* household: immediate family including father, son, or brothers. Once married, is considered a different household.

家庭：直系親屬，包括父親、兒子或兄弟。一旦結婚，即屬於另一個家庭。

Section 2. Responsibilities 職責

- (a) Provide vision and carry out the mission of CEC in all spiritual matters and exercise spiritual leadership at CEC.
在屬靈方面，分享異象，並領導教會的事工發展和方向。
- (b) Oversee the doctrine, life and official conduct of the pastors, elders, support staff and members of the congregation.
在教義、生活和會務方面，監督牧師、長老、教會員工和會友的屬靈操守。
- (c) Provide the pastor(s), elder(s) and support staff(s) with ongoing feedback to help encourage and strengthen the pastoral ministry of CEC, including the ordination of pastors and elders.
在本教會為牧師（們）、長老（們）和教會職員不斷提供反饋和幫助，鼓勵并堅固教會的牧養，包括牧師和長老的按立。

Section 3. Meeting and procedures 會議與程序

- (a) Elder Board Meeting will be held monthly.
長老團每月舉行一次會議
- (b) The chairman of the Elder Board will preside over the Elder Board meetings. In the absence of the chairman, a two-thirds majority vote by the elders present may appoint an acting chair to conduct the Elder Board meeting.
長老團主席負責主持會議。若主席缺席，將由出席的長老以 2/3 的票數，選出臨時主席，主持當天會議。
- (c) All decisions made by the Elder Board must be unanimous.
長老團所有決定必須一致通過。
- (d) Any elder may call an ad-hoc Elder Board meeting.
任何一位長老有權召集臨時會議。
- (e) The Elder Board may invite any pastoral staff, support staff or deacons to participate in any ministry meetings (including Elder Board meeting, but are not eligible to vote).
長老團可以邀請任何教牧同工、會務職員或執事參加任何一個會議（包括長老團會議，但沒有投票權）。
- (f) All critical decisions made by the Elder Board must be minuted, published and actively communicated to the congregation.
所有重大決策，長老團必須記錄備案、公布，並積極地傳達給會眾。

Section 4. Overriding the decision of the Elder Board 否決長老團的決議

- (a) All critical decisions made by the Elder Board with major impact on CEC shall be announced and actively communicated to the congregation and are subject to a four-week waiting period before the execution of such decisions.
凡任何對教會有重大影響的決策，長老團必須公布並積極傳達給會眾。這些決策須在四個星期的緩衝期後方能執行。
- (b) The congregation of CEC has these four weeks to make a request to override such decisions. This request must be sent to the Elder Board in writing and signed by at least 10% of the active members (based on the latest ACM/SCM active members count). To protect the confidentiality of requestors, the signatures shall be verified by at least two deacons.
教會會友在這四個星期內，可以提出否決長老團的意願。此意願須由至少 10% 的會友簽名（按照最近一次年度或特別會友大會的人數計算），並通過書面形式提交給長老團。為保密請求者身份，簽名將由至少兩名執事審核。
- (c) An SCM must be held within thirty days of the request. The motion should be “to approve” the elder’s decision and shall follow the Congregational Meeting procedures.
提出申請後的三十天之內，要按照會友大會的程序，舉行特別會友大會，確認是否“通過”長老團的決策。
- (d) Each decision will have only one chance at the SCM for a decision and the results of such shall be final.
否決長老團的意願，若已在會友大會中決議，將視為最終決定。

Article VII. Elders

Section 1. Qualification and selection 資格和揀選

- (a) The following articulation is the position of CEC on church leadership: The word “elder” (πρεσβύτερος – presbyteros) is used 66 times in the New Testament translated “council of elders, elder, presbyter” and the word “bishop” (ἐπίσκοπος – episkopos) is used 5 times in the New Testament translated “guardian, overseer, bishop.” The two are used by apostle Paul interchangeably in Titus 1:5-9. He used the masculine pronouns and the phrase “husband to one wife” indicates males are the subject.

以下是 CEC 對教會領導的立場：在新約聖經中，66 次使用了“長老”（πρεσβύτερος – presbyteros）一詞，英文被譯為“council of elders, elder, presbyter”，5 次使用了“主教”（ἐπίσκοπος – episkopos）一詞，英文被譯為“guardian, overseer, bishop”。使徒保羅在提多書 1:5-9 裡曾互用這兩個詞語。他使用了男性代詞和“一個妻子的丈夫”表明長老應是男性。

- (b) A lay elder is an active member of CEC and must meet the qualifications set forth in 1 Timothy 3:1-13; Titus 1:5-9.

本教會須根據聖經，提摩太前書 3:1-13 和提多書 1:5-9 中的有關長老的資格，從會友中選出平信徒長老。

- (c) A layer elder is nominated by the Elder Board and confirmed by the Congregational Meeting.

本教會平信徒長老須經長老團提名，並在會友大會中通過。

Section 2. Responsibilities 職責

- (a) The elders are to meet together regularly for prayer and search for God’s guidance for CEC. 長老們定期在一起禱告，尋求上帝對教會的指引。

- (b) The elders will oversee the spiritual well-being, all ordinances and ministries of the congregation. They will give priority to prayer, the ministry of the Word, and shepherding members of CEC.

長老們負責監督教會會眾的靈命健康、聖禮和事工。他們應把禱告、宣教和牧養會友放在優先地位。

- (c) The elders are expected to nurture the spirituality of CEC members, motivate and mobilize the congregation for edification and collective witness of the glorious Gospel (Acts 20:28). They are to “equip His people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” (Ephesians 4:12-13) They are to enable members of CEC to exercise various spiritual gifts for the edification of the church (Romans 12; 1 Corinthians 12; 1 Peter 5:1-3).

長老應牧養會友、鼓勵、動員會眾，造就信徒，集體為榮耀的福音做見證（使徒行傳 20:28）。“為要成全聖徒，各盡其職，建立基督的身體，直等到我們眾人在真道上同歸於一，認識神的兒子，得以長大成人，滿有基督長成的身量，”（以弗所書 4:12-13）。協助會友用各樣屬靈恩賜服侍、造就教會。（羅馬書 12 章；哥林多前書 12 章；彼得前書 5: 1-3）

Section 3. Terms and Dismissal 任期與停職

- (a) Each lay elder shall serve a three-year term in the Elder Board and may hold office for two consecutive terms. Confirmation by Congregational Meeting is not required for the second term.
平信徒長老每屆任期三年於長老團，可連任兩屆。第二屆連任無須通過會友大會。
- (b) There is a mandatory one-year rest after two consecutive terms before he can be renominated by Elder Board and confirmed by Congregational Meeting.
連續兩屆任期後，必須間隔一年再被長老團提名任命，並在會友大會中通過。
- (c) An “active elder” is an elder serving on the Elder Board whereas an “inactive elder” is an elder not serving on the Elder Board and does not participate in the Elder Board meetings and decision-making.
- (d) The conditions and procedures of discipline and dismissal of an elder is the same as for pastoral staff.
長老的紀律處分和免職程序與教牧同工的規定相同。

Article VIII. Pastoral Staff 教會牧者

Section 1. Qualification 資格

- (a) Must be a Kingdom worker, in response to God’s calling for vocational ministry and commitment to service, and in agreement to the Statement of Faith of CEC.
必須是神國工人，回應神的呼召，完全委身，全職事奉，認同本教會信仰告白。
- (b) Must have been well trained in biblical teaching (which is usually achieved through seminary/Bible school education), and a disciplined life in accordance to 1 Timothy 3:1-7; Titus 1:5-9.
必須受過良好的神學訓練，神學訓練通常是透過接受神學院教育而達成。按照提摩太前書 3:1-7 和提多書 1:5-9 的教導行事為人。

Section 2. Duties and Responsibilities 職責與任務

- (a) Minister the Word of God through preaching and teaching, administer the ordinances of baptism, communion, engage in discipleship (i.e. visitation, counseling, etc.), serve CEC members in wedding, funeral and gathering of edification.
通過講道和教導傳揚神的話語、施行洗禮、聖餐儀式、培養門徒（如：探訪、輔導等），為會友主持婚禮、葬禮和聚會。
- (b) A pastoral staff member is automatically an active CEC member.
教會牧者自動成為本教會會友。
- (c) An ordained pastor serving full-time (excluding interim pastor) at CEC is automatically a member of the Elder Board. Any other pastoral staff shall follow the elder qualification and selection process in Article VII to become a member of elder board.
本教會全職的按立牧師（不包括臨時牧師），自動成為長老團成員。其他傳道、教牧同工，須按照章程中第七項中對長老的要求和任命程序，加入長老團。

Section 3. Engagement of New Pastoral Staff 委任教會牧者

- (a) The Elder Board, after prayerful consideration, will present one candidate at a time to the congregation for confirmation in the Congregational Meeting. Notice of this Congregational Meeting will be announced during the Sunday worship four weeks before the meeting. A Congregational Meeting will confirm the Elder Board's nomination to extend a call to the candidate serving on pastoral staff.

經過禱告，長老團每次可以向會眾推薦一位牧者候選人，後經會友大會確定。召開會友大會須在四週前的主日向會眾宣布。新教會牧者須由長老團提名，經會友大會確認。

- (b) The Elder Board will recommend to each language congregation any proposed additions to the pastoral staff and will be confirmed by the Congregational Meeting.

長老團可以建議在各語言堂會增加教會牧者人數，須通過會友大會確認。

- (c) The initial term for a full-time pastor is one year. At the end of the first year, it shall be reviewed by the Elder Board.

新任全職教會牧者的開始任期為一年。一年結束後，將經由長老團審議。

- (d) In special circumstances, the Elder Board may appoint an interim pastor for a short-term period to ensure stability of the congregation. An interim pastor shall have a term of no more than 6 months and can be renewed upon the recommendation of the Elder Board.

在特殊情況下，為了教會的穩定，長老團可以委任臨時牧者，任期不可超過六個月，長老團可推薦續任。

Section 4. Compensation and vacation 薪資和假期

- (a) The pastoral compensation is reviewed and may be adjusted annually based on the market wages and benefits of like pastors in the area of similar sized congregation or public-school teacher's compensation in the area and the church's annual budget.

教會牧者的薪資可每年評估調整。其根據本地區類似規模之教會的同等牧師或公立學校教師的薪資和福利，以及本教會年度預算的狀況而定。

- (b) The compensation package shall be decided by the Elder Board. To avoid conflict of interest, all salaried staff shall recuse himself/herself.

薪俸方案將由長老團決定。為避免財務的利益衝突，受薪教牧同工須迴避所有相關薪俸事宜的討論。

- (c) The pastor will be entitled to fifteen days of paid timeoff for the first year and one additional day each year up to a maximum of twenty days, based on a five-day work-week. The pastor may carry over no more than five days each year of paid timeoff. There are seven days of public holidays per year.

教會牧者每週工作五天，第一年有十五天帶薪假期。其後每年增加一天，最多不超過 20 天。未使用的帶薪假期可轉至下一年，但不可超過五天。每年有七天的法定公共假期。

- (d) After seven years of service, each pastor is encouraged to take a three-month sabbatical. The purpose of the sabbatical is for personal refreshment and spiritual growth. Any accrued sabbatical may be postponed up to one year before being forfeited.

每位教會牧者服侍七年後，有三個月安息假期，特為自我更新和靈命成長。沒有使用的安息假期最多可以推遲一年使用，之後作廢。

Section 5. Accountability, Dismissal and Resignation 問責, 停職, 辭呈

- (a) All action to dismiss pastoral staff (including elders, deacons and staff), will be referred to the Elder Board in written form by two named witnesses for its consideration (Matthew 18:15-16; 1 Timothy 5:19) before any action be taken by the Elder Board.

教會牧者（包括長老、執事、會務職員）的停職解僱過程，須由兩個見證人以書面形式向長老團提出，再由長老團決定。（馬太福音 18:15-16；提摩太前書 5:19）

- (b) The grounds for dismissal are heretical teachings or conduct inconsistent with biblical teachings. There are two pathways leading to dismissal:

停職解僱是基於其教導異端，或行事為人與聖經教導不符。停職解僱的途徑有兩種：

- (i) A request for dismissal can be initiated by the Elder Board and the decision must be unanimous, not including the party involved.

停職教會牧者的決策，須經長老團一致通過，不包括當事人。

- (ii) A request for dismissal can be initiated by active members and must be sent to the Elder Board in writing and signed by at least 20% of the active CEC members (based on the latest ACM/SCM active members count). To protect the confidentiality of requestors, the signatures shall be verified by at least two deacons. Upon receiving such a request, the Elder Board must call for a SCM within 30 days to decide such dismissal.

會友可以提出教會牧者停職的要求，須以書面形式遞交給長老團，至少有 20% 的會友簽字（按照最近一次年度或特別會友大會的人數計算）。為保密請求者身份，簽名將由至少兩名執事審核。收到書面要求後，長老團須在 30 天內召開特別會友大會決議停職要求。

- (c) A minimum of three months notice will be given prior to termination of ministry obligations. 在停職終止職務之前，須至少給予三個月的通知。

- (d) For voluntary resignation, the pastoral staff shall notify the elder board in writing at least three months prior to leaving office.

若屬自願離職，教會牧者必須在離職前至少三個月以書面通知長老團。

Article IX. Support Staff 會務職員

Section 1. Qualification 資格

- (a) A support staff must be a Kingdom worker, in response to God's calling for vocational ministry and commitment to service, and in agreement to the Statement of Faith of CEC.
必須是天國工人，回應神的呼召，完全委身，全職事奉，認同本教會信仰告白。

Section 2. Duties & Responsibilities 職責與任務

- (a) The duties and responsibility shall be defined according to the ministry or administration needs and shall be mutually agreeable between the party involved and CEC.
根據不同事工和行政需要決定。當事人和教會須達到共識。
- (b) A full-time support staff is automatically an active CEC member.
全職會務職員自動成為教會會友。
- (c) Any support staff either part-time or full-time (including ordained minister) shall follow the elder qualification and selections process in Article VII to become a member of Elder Board.
所有兼職和全職的會務職員（包括按立的牧者），若要成為長老團會員，都遵循會章第七項，有關選舉長老的規定。

Section 3. Engagement of Support Staff 委任會務職員

- (a) The Elder Board may appoint any support staff (children director, youth director, worship director, secretary, etc) as needed to support the church ministry and administration.
長老團可以根據教會事工和行政管理的需要，任命會務職員（如：兒童部主任、青少年部主任、敬拜隊負責人、秘書等）。

Section 4. Compensation and vacation 薪資和假期

- (a) The compensation of the support staff is reviewed and may be adjusted annually based on the market wages and benefits of like ministry workers in the area of similar sized congregation and the church's annual budget.
會務職員的薪資可每年評估調整。其根據市場薪資和本地區類似規模之教會的同等職員的薪資和福利，以及本教會年度預算的狀況而定。
- (b) The condition and procedures of vacation, conference leaves and sabbatical of a support staff is the same as for pastoral staff.
有關假期的規定與教會牧者相同。

Section 5. Terms & Dismissal 任期與停職

- (a) The term of a support staff shall be defined in the employment contract.
聘用合同將寫明任期時間。
- (b) The condition and procedures of accountability and dismissal of a support staff is the same as for pastoral staff.
聘用或停職的條件和程序，與教會牧者一樣。

Article X. Deacons 執事

Section 1. Qualification and selection 資格和揀選

- (a) Deacon/deaconess will be active members of the church, spiritually minded, faithful in tithing, and having the qualifications set forth in 1 Timothy 3:8-13.
執事 / 女執事必須是本教會會友，屬靈，並忠心十一奉獻。符合提摩太前書 3:8-13 中要求。
- (b) Deacon/Deaconess are nominated by the Elder Board and confirmed by the Congregational Meeting.
執事 / 女執事必須由長老團提名，經過會友大會確認。
- (c) In emergency situations and to ensure stability of the CEC operation, the Elder Board may appoint acting deacon(s) prior to the confirmation by Congregational Meeting. An acting deacon shall have a term of no more than 6 months.
在緊急情況下，為了使教會運作穩定，長老團可以不經過會友大會投票選舉直接委任代理執事。其任期不超過六個月。
- (d) A deacon is a non-salaried position and serves on a voluntary basis.
執事屬義工性質，不受薪。

Section 2. Duties & Responsibilities 職責與任務

- (a) The responsibilities of deacon/deaconess are to carry out the administrative functions of the church and to assist the elders and pastor(s) in the operation of CEC.
執行本教會行政事務，協助長老和牧者（們）管理與運作教會。

Section 3. Terms and dismissal 任期與停職

- (a) Each term is three years and may hold office for two consecutive terms. Confirmation by Congregational Meeting is not required for the second term.
每屆任期三年，可連任兩屆。第二屆連任無須通過會友大會。
- (b) There is a mandatory one-year rest after two consecutive terms before he/she can be renominated by Elder Board and confirmed by Congregational Meeting.
連續兩屆任期後，必須間隔一年再被長老團提名任命，並在會友大會中通過。
- (c) The conditions and procedures of discipline and dismissal of a deacon is the same as for pastoral staff.
執事的紀律處分和免職程序與教牧同工的規定相同。

Article XI. Meetings, Quorums and Procedures 會議、法定人數和程序

Section 1. Congregational Meeting 會友大會

- (a) An Annual Congregational Meeting (ACM) shall be called at least once a year between June and July.
每年至少召開一次年度會友大會，日期在六月到七月之間。
- (b) A pre-ACM meeting should be held in preparation for ACM. This meeting should focus on distribution of information and discussion on issues that need to be confirmed by the ACM.
年度會友大會召開前須舉行預備會，主要針對發布信息，討論大會中需要投票決定的問題。
- (c) The ACM is held at least 4 weeks after pre-ACM to decide any bylaw amendments, to confirm new elders and deacons.
年度會友大會至少要等預備會召開以後四週才可舉行，投票決定會章的修訂、新長老和執事的任命。
- (d) A Special Congregational Meeting (SCM) may be called at any time, through arrangement with the Elder Board, to facilitate any immediate but important matters. A pre-SCM meeting should be held 4 weeks ahead of the SCM date.
如有緊急或重要事情，可以隨時經長老團通過，召開特殊會友大會。大會預備會應在大會前四週舉行。
- (e) A SCM request can be initiated by active CEC members and must be sent to the Elder Board in writing and signed by at least 10% of the active CEC members (based on the latest ACM/SCM active members count). To protect the confidentiality of requestors, the signatures shall be verified by at least two deacons. Upon receiving such a request, the Elder Board must call for a SCM within 30 days.
任何一位會友可以請求召開特殊會友大會，以書面形式向長老團提交給長老團，須有至少 10% 的會友簽字（按照最近一次年度或特別會友大會的人數計算）。為保密請求者身份，簽名將由至少兩名執事審核。收到書面要求後，長老團須在 30 天內召開特別會友大會。
- (f) For ACM or SCM to be official, a quorum of three-quarters (75%) of total church active members must be met.
投票會友須超過教會會員總數的 75%，年度會友大會或特別會友大會才屬生效。
- (g) Any motion shall be confirmed by at least 80% of the active members who attended the Congregational Meeting (including absentee ballots).
任何一項提案至少需要 80% 的通過率，才可通過（包括缺席票）。

Section 2. Governance 治理

- (a) Unless otherwise specified in the by-laws, all procedures are governed by Henry M. Robert's Rules of Order, Revised Edition, 1915.
除非會章中特別說名，大會的程序都遵循亨利·羅伯特的議事規則（1915 年修訂版）。

Article XII. Finance

1. All financial needs required by the church should be obtained through voluntary offering. Some special programs may charge a nominal fee to cover the cost.
本教會所需之一切經費應來自自願奉獻。某些特殊事工可以收取小額費用以彌補支出。
2. The church must not solicit offerings from non-believers.
本教會不得向非信徒索取奉獻。
3. Any special fund-raising must first be approved by the Elder Board.
任何特殊的資金籌集必須首先經長老團同意方可進行。
4. The church must be discreet about all offerings made, unless specifically asked by the contributor in writing to publicly disclose such information.
本教會必須審慎對待一切的個人奉獻，除奉獻者本人特別以書面授意教會公開外，概不對外宣佈。
5. The church must issue a receipt for cash offered.
本教會必須對現金的奉獻出具收據。
6. The church must issue a receipt for non-cash items offered which are accepted by the church without assigning a monetary value.
本教會必須對非現金的奉獻出具收據，但不得註明其時價金額。

Article XIII. Interim Leadership Team 臨時領導團隊

Section 1. Establishment of Interim Leadership Team 臨時領導團隊的組成

- (a) In the event that there are less than 3 lay elders, one or more deacons (including past deacons) of CEC that meet the qualifications of elders will temporarily become a part of the Interim Leadership Team with the standing elders. The Interim Leadership Team should consist of at least 3 members in addition to ordained pastors of CEC and shall be confirmed by the Congregational Meeting.

若長老團的平信徒長老不足三人，本教會符合長老資格的一名或多名執事（包括卸任執事），可以和現有的長老，組成臨時領導團隊。團隊須由至少三位成員和教會牧者組成，經會友大會通過。

- (b) This interim leadership team is temporary and is intended to ensure the smooth transition of CEC operation until a minimum number of elders needed are nominated and confirmed by the Congregational Meeting. In the best interest of the church, the Interim Leadership Team should seek counsel from previous elders in the church and from godly advisors in the Christian community as appropriate.

在會友大會提名並選出足夠的長老人數之前，臨時領導團隊的成立是為了確保教會平穩運作。為了教會更好地發展，臨時領導團隊應向教會前任長老，或基督教團體中敬虔的屬靈長者諮詢。

- (c) The Interim Leadership Team shall be called into service in compliance with Article VI and Article VII.

臨時領導團隊的任命須遵循章程中第六項和第七項中的規定。

Section 2. Duties and Responsibilities 職責與任務

- (a) The Interim Leadership Team is the overseer of the operation of CEC in accordance with the by-laws in the absence of an Elder Board. The Interim Leadership Team shall have all the duties, responsibilities, authorities and privileges of the Elder Board as stipulated in the by-laws.

在沒有長老團的情況下，臨時領導團隊根據教會章程管理教會，其享有長老團所有權利和職責。

- (b) The Interim Leadership Team shall pray, search and nominate Elder Board candidate(s) for congregational approval with utmost urgency. Each Interim Leadership Team member has equal deliberation and voting rights as elders.

臨時領導團隊需迫切禱告、尋求，並積極向會眾推薦長老候選人。其成員享有與長老同等的議事權和表決權。

Section 3. Term and Dismissal 任期與停職

- (a) The Interim Leadership Team has a term of up to 1 year and if an extension of term is necessary, shall be reconfirmed by the Congregational Meeting.

臨時領導團隊中的成員任期為一年，後由會友大會選舉決定是否繼續連任。

- (b) The Interim Leadership Team shall automatically be dissolved when the Elder Board has reached its minimum constituent members.

當長老團人數達到要求後，臨時領導團隊將自動解散。

- (c) Dismissal prior to the completion of the re-establishment of the Elder Board will be the same as that of Elders or Deacons.

在長老團重組之前，可按照對長老和執事的相關規定終止委任。

Article XIV. Dissolution 解散教會

The procedure for dissolution of CEC of Portland shall be initiated only when all the following conditions are satisfied.

波特蘭華人福音教會只有在以下全部情況皆符合時方可採取解散的步驟：

1. As a non-denominational congregation, CEC is an independent and financially solvent entity.
作為一個非宗派教會，教會在財務上獨立並有償付能力。
2. There is no litigation involving CEC of Portland that is pending or anticipated by the elders or diaconate.
教會沒有牽涉到任何懸而未決、長老團或執事會預期將要發生的訴訟。
3. A petition signed by at least ninety percent (90%) of the active members with voting rights is submitted, stating detailed reasons for proposing dissolution with supporting documents.
至少百分之九十（90%）擁有選舉權的會友簽名提交請願書，詳盡地說明提議解散本教會的理由，並提出相關的支持文件。
4. The dissolution is passed through a Special Congregational Meeting (SCM) or Annual Congregational Meeting (ACM).
解散教會的提案須經特別會友大會或年度會友大會表決通過。
5. Proceeds of sales from church assets must be donated to non-profit organizations.
教會財產出售所得必須盡數捐給非營利機構。

Article XV. Amendments 修訂

Section 1. Procedures 程序

- (a) The by-laws may be amended. It shall be requested by the Elder Board and confirmed at the Congregational Meeting.

此章程可被修訂。長老團可提出修改章程建議，並在會友大會上通過。

- (b) Any suggestion for amendment must be submitted in writing to the Elder Board. The proposed amendment will be printed in the Sunday Bulletin four weeks prior to the congregational meeting.

修改章程的任何建議須以書面形式向長老團提出，在會友大會召開前四周刊登在主日程序單上。

- (c) The amendment request can be initiated by active CEC members and must be sent to the Elder Board in writing and signed by at least 10% of the active CEC members (based on the latest ACM/SCM active members count). To protect the confidentiality of requestors, the signatures shall be verified by at least two deacons. Upon receiving such a request, the Elder Board must call for a SCM within 30 days.

會友可提出修改章程的要求，須以書面形式向長老團提出，並且至少有 10% 的會友簽字（按照最近一次年度或特別會友大會的人數計算）。為保密請求者身份，簽名將由至少兩名執事審核。收到書面要求後，長老團須在 30 天內召開特別會友大會。