

# Family Meeting

Structure Proposal and  
Moving Forward

*(November 10<sup>th</sup>, 2024)*



# Proposal Restructure - Steps




# Proposal Restructure



Pastor - Led



Elder - Led



The following observations note how an elder-led model can be conducive to spiritual health, scriptural integrity, and collaborative leadership, necessary for long-term church vitality.

# What are Pastors going through these days...?



**Bishop  
Helsley**

Mental Health  
Ministry Lead

***A word and accounting by  
Proposed Council Member  
Bishop Helsley***



# Proposal Restructure – Why Elder-Led

## 1. Biblical Precedent for Plurality of Leadership

The New Testament presents a model of church leadership that emphasizes a **plurality of elders** (Acts 14:23, Titus 1:5, 1 Timothy 3:1-7). This shared responsibility ensures a **broader range of wisdom, accountability, and decision-making**, which aligns with the biblical example of leadership within the early church.

## 2. Checks and Balances for Spiritual Health

An elder-led model creates built-in accountability among leaders, reducing the potential for unchecked authority and abuse of power. This system **protects against a single mentality or bias** that can lead to unhealthy centralization. Scripture calls for leaders to submit to one another in humility (Ephesians 5:21), and elders work together in **consensus** to guard the church's doctrinal and spiritual integrity.

## 3. Collective Wisdom and Diverse Gifts

Elders bring a **variety of gifts, experiences, and perspectives** to the table, enriching the decision-making process. This collective wisdom helps the church navigate challenges and opportunities with greater discernment, as opposed to relying on the insights of a single pastor who may have **blind spots** or be stretched too thin.

## 4. Shared Responsibility and Sustainability

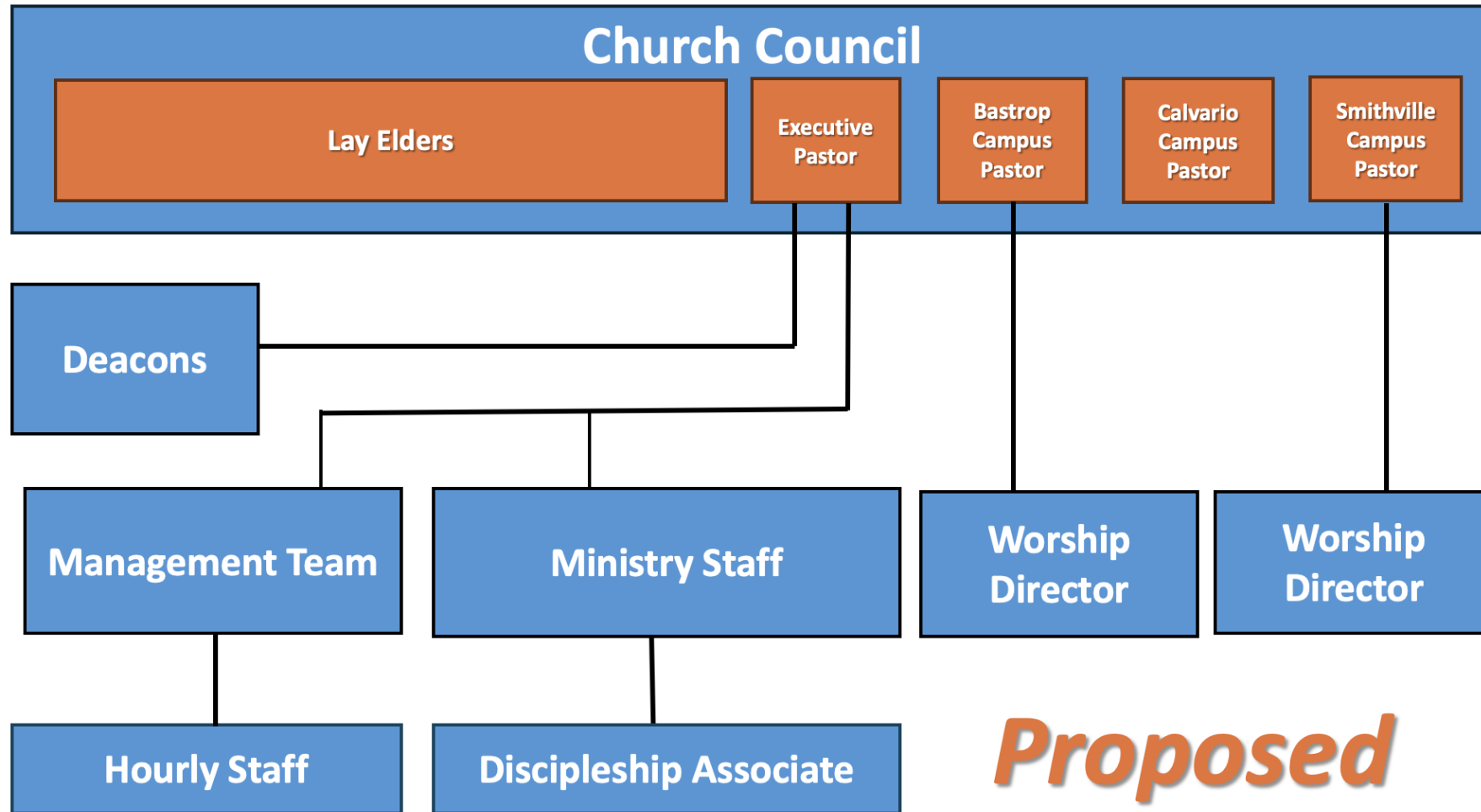
An elder-led team fosters a **shared burden** of ministry, which alleviates the pressure on any one individual and promotes longevity in leadership. This model prevents burnout and encourages a sustainable church leadership structure where multiple individuals are responsible for shepherding, teaching, and directing the church's vision.

## 5. Modeling New Testament Church Health

Elder-led governance **closely mirrors the New Testament church model** where multiple elders, not just a single pastor, led the church (Philippians 1:1). By adhering to this structure, the church can better reflect the biblical vision of church governance, ensuring faithfulness to Scripture and providing a healthier, more balanced approach to ministry.

# Proposal Restructure

- Move to an Elder-Led Model



# Proposed Bylaw Changes

- The changes detailed in the Word Doc (which will be available on the Website)
- Bulk Changes:
  - Removal of dialogue stating “Sr Pastor”
  - Addition of dialogue stating “Campus Pastor”
  - Changing of Section 4 from Sr Pastor information to Exec and Campus Pastor information and description
  - Deacon requirement update – Scriptural Application
  - Alignment of Lay Elders and Pastors to the Council
  - Changes to reflect aforementioned Org Chart
  - Removal of coop with Bluebonnet BA

## Constitution of Calvary Baptist Church of Bastrop, Texas

Adopted August 6, 2023

### Preamble

We do hereby declare and establish this Constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner, to maintain the autonomy of this church in freedom of action in relation to other churches and organizations.

### ARTICLE I – NAME

The legal name of the church is Calvary Baptist Church of Bastrop, TX (hereafter referred to as CBC), with its principal offices located in Bastrop, Texas.

### ARTICLE II – PURPOSE

CBC exists to DEMONSTRATE God's love, DECLARE the Good News and DISCIPLE near and far.

### ARTICLE III – GOVERNMENT

The government of CBC, under the leadership of the Holy Spirit, shall be vested in the members and administered by the Church Officers as defined in Article B Section 1 of the CBC By-Laws, whose authority is derived from and limited by this Constitution and the By-Laws.

Persons received as members according to the By-Laws shall have equal rights, with a simple majority bearing rule, except on issues as defined in this document and the By-Laws.

This is an autonomous and democratic church operating under the Lordship of Jesus Christ. It is subject to the control of no other ecclesiastical body, but it recognizes and sustains the importance of mutual counsel and cooperation among like-minded churches.

### ARTICLE IV – AFFILIATIONS

CBC shall be in a cooperative relationship with [The Bluebonnet Baptist Association](#), the Southern Baptists of Texas Convention and the Southern Baptist Convention. These cooperative relationships are for the purpose of carrying out the gospel mission locally, regionally and internationally, and shall in no way interfere with the autonomous and self-governing nature of CBC.

### ARTICLE V – STATEMENT OF FAITH

# Proposed Ballot

- Body would be voting on Bylaw changes Only to support the transition of the structure from Pastor-Led to Elder-Led.

I am a member of Calvary Baptist Church.

Yes

No

I approve the ByLaws as proposed by the Church Council. These include the Exec and Campus Pastor positions.

Yes

No



# Pastor Search Team - Next Steps

1. On hold until results of this vote

2. If Passed:

- a. Post Campus Pastor Position to all applicable sites and locations
- b. Begin receiving Applications
- c. Sort and vet based on:
  - New “Campus Pastor” needs
  - Referencing the Bodies desires from previous survey
  - Prayer and Discernment

# What to expect next dates and topics

- Meaningful prayer and reflection
- This documentation to be posted to website and made available at office for your review and consideration
- Vote in 30 Days
- If Passed:
  - Proceed to proposal discussions of Budgetary Needs and Adjustments, with full consideration for church growth, responsible efficiency of resource allocation, and pending Smithville autonomy factors

