

Constitution and Bylaws
Central Allegheny Region of the Covenant Brethren Church

Central Allegheny Region of the Covenant Brethren Church is a group of congregations located in geographic proximity to each other and having a common faith and purpose in Jesus Christ. The region enables the member congregations to do together what they cannot do separately and helps them to carry out their ministries.

CONSTITUTION

ARTICLE I – INCORPORATION

Central Allegheny Region of the Covenant Brethren Church shall be incorporated under the laws of the State of West Virginia regarding religious non-profit corporations. Until such time as the region rents or purchases office space, the principal place of business shall be located at the Oak Dale Covenant Brethren Church at 37 Oak Dale Road, Scherr WV 26726. The affairs of the corporation shall be managed by the Regional Executive Board. The chairman, secretary, and financial officer of the Regional Executive Board and the Regional Executive Director shall be the legal representatives of the corporation. One of the Regional Executive Board representatives shall sign all legal documents along with the Regional Executive Director.

ARTICLE II – BOUNDARIES

Central Allegheny Region of the Covenant Brethren Church currently includes congregations in western Maryland and north central West Virginia. Adjacent areas may be added in the future as circumstances dictate.

ARTICLE III – PURPOSES OF CENTRAL ALLEGHENY REGION

The purposes of the region shall be 1) to encourage and strengthen local congregations in their respective ministry activities, and 2) to promote and coordinate the ministry activities of the Covenant Brethren Church the region.

ARTICLE IV – STATEMENT OF FAITH

The following Statement of Faith has been adopted by the Covenant Brethren Church as a concise expression of the beliefs and practices which member congregations covenant together to uphold.

The Brethren movement began under the leadership of Alexander Mack, Sr. in 1708 in Schwarzenau Germany as a natural outgrowth of the Anabaptist and Pietist movements following the Reformation. Circumstances have often required us to declare to the world and to other Christians what we understand the Word of God to teach on various subjects. In order to inform those who might desire to know more particularly what we understand the Scriptures to teach, we set forth the following summary on basic topics.

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BELIEFS

1. The Bible¹

We believe the original writings of the sixty-six books of the Old and New Testaments are fully inspired by God, and are without error and completely trustworthy. We believe that God has faithfully preserved His Word throughout all generations and that it is fully authoritative and final. We believe it is our ultimate source for all information about Almighty God, the world He has created, and is our sole rule of faith and practice.

2. God²

We believe there is only one Almighty God eternally existent in three distinct, co-equal and co-eternal Persons: God the Father, God the Son, and God the Holy Spirit. We believe in the deity of Jesus Christ, His virgin birth and sinless life, and in the sin-pardoning value of Christ's shed blood and death on the cross. We believe in Christ's bodily resurrection from the tomb, His ascension to glory and His personal and visible return to the earth. We believe in the present ministry of the Holy Spirit by who's indwelling a Christian is enabled to live a godly life.

3. Salvation³

We believe that all people are created in God's image. Because of Adam's disobedience to God's command, Adam and all people have fallen into sin, have a sin nature, and are separated from God. God, who is rich in mercy, has made one provision for the salvation of people, which is faith in the substitutionary sacrifice of Jesus Christ on the cross as the satisfactory payment for sin. The gospel is the good news that God will receive to Himself all persons who, with penitent heart, confess Jesus Christ as Lord and Savior. We believe in the bodily resurrection of the dead: of the believer to the eternal blessedness of the saved, and of the unbeliever to the eternal suffering of the lost.

4. The Church⁴

We believe that all persons who have received God's gift of salvation through faith in Jesus Christ constitute the Church. The Bible defines the Church as those who have been called out of the world to be God's special people, the Body of Christ and the Bride of Christ.

The mission of the Church is both external and internal and includes both word and deed. Externally, the Church is to proclaim the saving grace of Jesus Christ to a sinful humanity and to impact its community for the glory of God as His representatives in the world. Internally, the Church is to teach believers the whole counsel of God which includes encouragement to live a holy life and accountability to one another.

¹ Psa. 119; 2 Tim. 3:16-17; 2 Pet. 1:19-21

² Gen. 1:1-2; Deu. 6:4; Isa 43:10-11; Mat. 3:16-17; Mat. 28:19; Luke 3:21-22; Acts 5:3-4; John 8:58; John 10:30; 2 Cor. 13:14

³ Gen 1:26-27; Gen. 9:6; Isa. 59:2; Gen. 3:1-24; Rom. 1:18-32; John 3:14-21; John 14:6; John 19:30; Acts 4:12; Eph. 2:8-10; 1 Tim 1:15; Tit. 3:4-7; Mat. 25:31-46; John 5:28-29; 1 Cor. 15:20-26; Acts1:11; 1 Thes. 4:13-18; Rev. 20:4-15; Rev. 21:1-22:5

⁴ 1 Cor. 1:2; 1 Cor. 12:12-27, Eph. 4:12; Rev. 21:19; Mat. 28:19-20; Rom 12:1-2; Eph. 1:4; Eph. 5:27; Mat. 18:15-20

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AFFIRMATIONS WE HOLD TO:

1
2
3 1. We affirm that God has established particular roles and relationships for the
4 good of human society. We affirm the sanctity of marriage and that God's
5 pattern for marriage is revealed at creation. God created one biological⁵ male
6 and one biological female and blessed their union through marriage. God has
7 ordained sexual intimacy to be a sacred gift enjoyed only by a man and a
8 woman within the holy covenant of marriage. Any other form of sexual intimacy
9 is sin and is something from which God desires to free His children.⁶

10 2. We affirm the sanctity of all human life from conception until death.⁷

AFFIRMATIONS WE STRIVE TOWARD (with Congregational Liberty)

11
12
13 1. We affirm the importance of daily devotions for the individual, and family
14 worship in the home.⁸

15 2. We affirm the importance of taking care of the fatherless, widows, poor, sick
16 and aged, and loving our neighbors as ourselves.⁹

17 3. We affirm that believers are called to live a life of non-conformity to the
18 standards and behaviors which characterize the world.¹⁰

19 4. We affirm that divorce is outside the original plan of God. When marital
20 problems arise God's plan is for confession of sin, repentance, forgiveness, and
21 reconciliation.¹¹

22 5. We affirm seeking peace in human relationships and oppose the taking of
23 human life by all forms of violence.¹²

24 6. We affirm a lifestyle characterized by godly self-control. We oppose a lifestyle
25 characterized by intemperance and ungodly living.¹³

26 7. We affirm that believers should settle all disputes in a godly manner, seeking
27 counsel from the church whenever problems in relationships arise. We oppose
28 going to secular courts, especially against our Christian brethren.¹⁴

29 8. We affirm that a believer's word should always be an expression of truth. We
30 oppose the taking of oaths as a means of verifying one's truthfulness.¹⁵

31 9. We affirm that believers should live lives characterized by openness and
32 honesty. We oppose memberships in organizations requiring secrecy as a
33 condition of membership.¹⁶

⁵ Biological refers to the chromosomes: a man has one X and one Y chromosome; a woman has two X chromosomes. This cannot be changed by surgical procedure.

⁶ Gen. 1:27-28; Gen. 2:18-25; Deu. 5:18; Mat. 5:27-28; Mat 19:3-9; Mar. 10:1-12; Rom. 1:26-27, 1 Cor. 6:9-10, 18-20]; 1 Thes. 4:3 Heb. 13:4

⁷ Gen. 1:27; Gen. 2:7; Psa. 139:13-16; [Jer. 1:5] Psa. 116:15; Exo. 20:13

⁸ Eph. 6: 18-20; Philp. 4:8, 9

⁹ Acts 6:1-7; Luke 10:30-37

¹⁰ Rom. 12:1-2; Jam. 4:4; 1 John 2:15-16

¹¹ Deu. 5:18; Pro. 19:14; Mat. 5:27-28; Mat. 19:3-9; Mar. 10:1-12; Heb. 13:4

¹² Exo. 20:13; Mat. 5:21-22, 5:43-44; Mat. 7:12; Rom. 12:18-21; Rom. 13: 8-10

¹³ Pro. 14:29; Pro. 15:18; Pro. 16:32; Gal. 5:19-26; Eph. 5:18; Tit. 2:2-3; Jam. 1:19-20

¹⁴ Mat. 18:15-20; 1 Cor. 6:1-9

¹⁵ Pro. 10:19; Mat. 5: 33-37; Eph. 4:25; Jam. 5:12

¹⁶ 2 Cor. 6:14-18

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1 10. We affirm that believers are to be good stewards of all the resources, skills,
2 talents, and other abilities with which God blesses them. Such blessings should
3 be utilized for His glory and the good of others. We oppose all activities which
4 tend to waste and misuse what God has entrusted to the believer's care.¹⁷

5 11. We affirm that believers are to be modest in their appearance as a testimony
6 to their faith in Christ. We oppose extravagant or immodest appearance.¹⁸

7 12. We affirm that all believers are called by God to a life of ministry. We also
8 affirm that God calls and sets apart individual believers to fulfill specific servant-
9 leadership roles and responsibilities for the good of the congregation. We affirm
10 that congregations have a responsibility to identify, encourage, and assist those
11 whom God has chosen for the set apart ministry and to aid and support them in
12 their work.¹⁹

13 **PRACTICES**

14 The Brethren, since our founding, have embraced distinctive practices and
15 perspectives on practical living as a result of their study of the Word of God. We
16 practice baptism of penitent believers by trine immersion.²⁰ We practice feet-
17 washing²¹, love feast²², communion²³, and the Christian greeting.²⁴ We practice
18 proper appearance in worship²⁵, anointing for healing in the name of the Lord²⁶,
19 and the laying on of hands.²⁷

20 **CONCLUSION**

21 The Word of God is our ultimate authority for faith and practice. These summary
22 statements are presented to the reader for their careful consideration and study,
23 and in the hope that they clarify our understanding of how the teaching of God's
24 Word can be effectively lived in daily life. May these beliefs, affirmations, and
25 practices undergird and guide us as we covenant together to honor God, to love
26 one another as brothers and sisters in Christ, and to live as ambassadors of our
27 Lord Jesus Christ in this world until He returns.

28
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30 **ARTICLE V – MEMBER CHURCHES**

31 All congregations approved and accepted as Covenant Brethren Church
32 congregations by the denominational Covenant Brethren Church Executive Board
33 and residing within the geographic boundaries described in Article II shall be
34 member churches of this region.

35 The Regional Executive Board shall investigate any congregation which is reported
36 to have failed to uphold the Statement of Faith or to adhere to the Constitution and

¹⁷ Gen. 1:28; Mat. 5:16; Mat. 25:14-30; Rom. 12:17; Rom. 14:12; 1 Thes. 5:21-22; Heb. 4:13; 1 Pet. 2:11; 1 Pet. 4:10

¹⁸ Rom. 14:13; 1 Cor. 8:1-13; 1 Tim. 2:8-10; 1 Pet. 3:1-6

¹⁹ Acts 14:23; 20:17; Phil. 1:1; 1 Tim. 5:17; Titus 1:5; Jam. 5:14; Luke 10:7; 1 Cor. 9:4-14; 1 Tim. 5:17-18; Acts 18:3-4; 20:33-34;
28:30-31; 1 Cor. 9:18; 2 Cor. 11:8-9; 12:18; 1 Thes. 2:9; 2 Thes. 3:7-12

²⁰ Mat. 28: 19; Acts 2:38; Rom. 6:1-4; Gal. 3:27

²¹ John 13:1-20; 1 Tim. 5:10

²² Luke 22:20; John 13:4; 1 Cor. 11:17-34; Jude 12

²³ Mat. 26:26-30

²⁴ Acts 20:37; Rom. 16:16; 1 Cor. 16:20; 2 Cor. 13:12; 1 Thes. 5:26; 1 Pet. 5:14

²⁵ 1 Cor. 11:2-16

²⁶ Jam. 5:13-18; Mark 6:13

²⁷ Acts 8:17; 19:6; 1 Tim. 4:14

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1 Bylaws of the Covenant Brethren Church. Representatives from the Board shall
2 meet with the pastor(s) and other leadership of the local congregation to discuss the
3 report, determine its validity, and, if the report is determined to be valid, attempt to
4 bring the congregation back into fellowship. If no resolution can be achieved the
5 Regional Executive Board shall refer the issue to the Covenant Brethren Church
6 Executive Board for further action. Should any member of the Regional Executive
7 Board be a member of the congregation in question, that individual shall not
8 participate in the investigation nor shall that individual participate in any voting or
9 other decision making by the Board concerning the congregation in question. The
10 individual may represent the congregation to the Board but only in the capacity of a
11 member of that local congregation.
12
13

14 **ARTICLE VI – REGIONAL EXECUTIVE BOARD**

15 **A - Purposes**

16 The purposes of the Regional Executive Board (herein after referred to as the
17 Board) are 1) to provide administrative oversight to the work of the region as
18 authorized by the Annual Regional Meeting, 2) to provide for the daily operation
19 of regional business, and 3) to provide information and counsel to the Annual
20 Regional Meeting.
21

22 **B – Composition and Quorum**

23 The Board shall consist of a maximum of nine voting members who are elected
24 according to Article IV, Section E of this Constitution. The Board shall select
25 from within its membership a chairman, a vice-chairman, and a secretary on an
26 annual basis. This will be done at the first meeting of the Board following the
27 conclusion of the Annual Regional Meeting. The Board chairman will moderate
28 all meetings of the Board and will vote only in the event of a tie. The Moderator
29 and Moderator-elect of the Annual Regional Meeting, the Regional Executive
30 Director, and the Financial Officer shall serve as ex officio non-voting members
31 of the Board. A quorum shall consist of six voting members of the board.
32

33 **C - Responsibilities**

34 The Board shall:

- 35 1. meet on a quarterly basis and on other occasions as may be required to
36 fulfill its duties
- 37 2. have the authority to conduct and oversee the day-to-day operations and
38 business of the region.
- 39 3. have the authority to employ and to dismiss from employment for any
40 reason all regional full and part-time staff
- 41 4. provide general oversight and accountability to the Regional Ministry
42 Teams outlined in the Bylaws, and to all other Regional Ministry Teams as
43 may be established in the future
- 44 5. assign one Board member per Regional Ministry Team to serve as an ex
45 officio liaison between the Executive Board and the Regional Ministry

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- 1 Teams. The chairman, vice-chairman, and secretary will not be assigned
2 to a Regional Ministry Team.
- 3 6. receive financial reports and activity reports from Regional Ministry Teams
4 7. make reports to the Annual Regional Meeting
5 8. provide general direction and coordination to the overall ministry of the
6 region
7 9. approve the ballot for the Annual Regional Meeting
8 10. have the authority to determine the necessity of a virtual meeting.
9

10 **ARTICLE VII – REGIONAL EXECUTIVE DIRECTOR**

11 The Board has the authority to employ a Regional Executive Director on a part time
12 or full time basis as the needs of the region may dictate.

13 **A - Purposes**

14 The purposes of the Regional Executive Director are:

- 15 1. to carry out the day to day administrative responsibilities assigned by the
16 Board
17 2. to assist congregations in search of pastoral or other ministerial leadership
18 as requested by the congregations
19 3. to assist pastors in search of ministry opportunities as requested by them
20 4. to carry out special assignments at the direction of the Board
21 5. to serve along with the Board chairman, vice-chairman, and secretary as
22 an authorized signatory agent for the region
23

24 **B - Relation to the Board**

- 25 1. The Regional Executive Director is employed by the region at the discretion of
26 the Board.
27 2. The Regional Executive Director shall serve as an ex officio non-voting
28 member of the Board and shall make reports of all activities, offer suggestions
29 and insights, and receive assignments from the Board.
30 3. The Regional Executive Director may be dismissed from discussions and
31 business relating to his/her position, responsibilities, compensation, and
32 performance of duties.
33

34 **ARTICLE VIII – ANNUAL REGIONAL MEETING**

35 **A - Purpose**

36 The purposes of the Annual Regional Meeting are 1) to transact the business of
37 the region, 2) to provide education, inspiration, and fellowship to energize the
38 local church program, 3) to promote the denominational program, and 4) to care
39 for the concerns of the region.
40

41 **B - Meetings**

42 The region shall convene annually. Special meetings may be called when
43 agreed upon by a simple majority of the Board or when requested by a simple
44 majority of the congregations within the region.
45
46

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C - Delegate Body

All members of regional churches shall have the privilege of moving and discussing the business of the Annual Regional Meeting. Only official delegates of member churches shall have the right to vote.

Each local congregation shall chose delegates from within its membership to be its representatives at the Annual Regional Meeting. Each church shall have four delegates which shall consist of the pastor, the local board chair, and two other persons chosen by the local congregation. Any congregation whose membership exceeds 100 persons shall be entitled to one additional delegate chosen by the local congregation. No church will have more than five delegates to the Annual Regional Meeting. In the event that a delegate is unable to attend the Annual Regional Meeting the local church may choose an alternate and shall notify the Annual Regional Meeting Planning Team in writing.

D – Leadership Team of the Annual Regional Meeting

The Leadership Team of the Annual Regional Meeting shall be the Moderator, Moderator-elect, the Board Chairman, the Annual Regional Meeting Recording Secretary, and the Financial Officer. The Leadership Team shall work with the Annual Regional Meeting Planning Team to prepare all aspects of that meeting including but not limited to the dates, location, and duration of the meeting, the agenda, speakers, music, training or small group sessions and topics, etc.

The Moderator shall preside at all business sessions of the Annual Regional Meeting, shall be an ex officio member of the Board and shall present a keynote message at the Annual Regional Meeting. He/she shall not be a voting member of the Board.

The Moderator-elect shall be elected at the Annual Regional Meeting for one year and automatically become Moderator in the following year. The Regional Moderator-elect shall serve as an ex officio member of the Board and shall otherwise serve in the absence or disqualification of the Regional Moderator. He/she shall not be a voting member of the Board. Should the Moderator-elect be required to assume the Moderator's position the Board shall appoint an individual to fill the Moderator-elect's unexpired term of service.

The Recording Secretary of the Annual Regional Meeting shall make and retain an accurate record of the minutes of the Annual Regional Meeting, distribute copies of the same to the Board and to all member churches after the conclusion of the Annual Regional Meeting, and research the minutes on various questions as they arise in the business session. The Recording Secretary shall be elected by the Annual Regional Meeting for a three-year term and is eligible to be elected to an additional three-year term before being ineligible for one year. The Recording Secretary of the Annual Regional Meeting serves only for the Annual Regional Meeting and does not serve as the secretary for the Board.

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1 The Financial Officer shall be selected by the Board for an indefinite term.
2 He/she shall oversee the preparation of quarterly financial summaries and the
3 annual financial report to the Annual Regional Meeting. He/she shall oversee the
4 payment of all debts after verification of the legitimacy of each bill presented for
5 payment. The Financial Officer shall be an ex officio non-voting member of the
6 Board.

7
8 **E - Election of Regional Leadership**

9 **1 - Nominations**

10 The Moderator, Moderator-elect, and Board Chairman shall receive
11 nominations for all Board and Regional Team positions. These three
12 individuals, in cooperation with the Annual Regional Meeting Planning Team,
13 shall review all nominations received, shall confirm that the persons being
14 nominated are members in good standing of their local congregation, shall
15 confirm that the persons being nominated are willing to serve, and shall then
16 prepare a ballot for the positions which shall be voted on at the next Annual
17 Regional Meeting.

18
19 **2 - Regional Executive Board Members**

20 The term of office shall be for three years. Three members shall be elected to
21 the Board each year. Board members may serve two consecutive terms after
22 which the member is ineligible to serve on the Board for one year. The length
23 of the initial term for the members of the first Board (either one, two, or three
24 years) will be determined by lot at the first meeting of the Board. This will
25 enable an orderly rotation of Board members on a three year basis.

26
27 In the event that a board member is unable to fulfil his/her full term of office,
28 the Board shall appoint an individual to take his/her place. That appointment
29 shall be considered as the first term and the appointed replacement shall be
30 eligible to serve one additional term.

31
32 **3 - Regional Team Members**

33 The term of office shall be for three years. The number of members on each
34 team may vary with each team having a minimum of three members and the
35 maximum depending upon the needs of the team. Terms shall be arranged
36 so that at least one team member is voted on each year. Team members
37 may serve two consecutive terms after which the team member is ineligible to
38 serve on the same team for one year. The length of the initial term for the
39 members of each team (either one, two, or three years) will be determined by
40 lot at the first meeting of each team. This will enable an orderly rotation of
41 team members on a three year basis.

42
43 In the event that a team member is unable to fulfill his/her full term of office
44 the Board shall appoint an individual to take his/her place. That appointment
45 shall be considered as the first term and the appointed replacement shall be
46 eligible to serve one additional term.

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4 – Removal from Regional Leadership

A. Cause for Removal

Any individual in any position of regional leadership may be removed by action of the Regional Executive Board for:

1. failure to strongly support the Word of God and the Covenant Brethren Church Statement of Faith and Bylaws
2. preaching, teaching, or promoting false doctrine
3. personal moral failure
4. failure to fulfill the responsibilities of office (Bylaws Article 2 Statement 3)
5. creating dissension or division within his or her sphere of leadership
6. no longer being a member in good standing of a local Covenant Brethren Church.

B. Process for Removal

Upon receiving a complaint against someone in regional leadership representatives from the Board shall attempt to meet with the individual to determine the validity of the complaint. If the complaint is determined to be valid the Board shall work with the individual to reconcile the matter. If a reconciliation is not possible, the individual may be removed from regional leadership by a 2/3 vote of the members of the Board. Should the individual in question be a member of the Board, that individual shall not participate in the Board's final discussion and voting. If a Board member is a member of the same congregation as the individual in question, that Board member may recuse him or herself from any discussion and/or voting on this particular matter.

ARTICLE IX – DISSOLUTION OF THE REGION

Should it become necessary to dissolve the region the Board then in office shall determine the distribution of assets. The Board may divide all assets of the region equally among the regional congregations then in existence, or it may convey all of the assets of the region to the Covenant Brethren Church denomination for use in its ministries. No individual may benefit from the distribution of regional assets.

In the event that the Covenant Brethren Church denomination is no longer functioning at the time of dissolution the Board may choose to convey the assets of the region to another 501c3 corporation whose work and goals are determined by the Board to be in agreement with the work and goals of the region.

This dissolution clause pertains only to the assets held by the Central Allegheny Region of the Covenant Brethren Church and does not apply to any local congregation within the region. Local churches retain their own assets independently.

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1 **ARTICLE X – AMENDMENTS**

2 Amendments to the Constitution and to the Bylaws of this region may be ratified by a
3 vote of the Annual Regional Meeting delegates which receives a 75% affirmative
4 vote. (See Bylaws Article I)

5
6 Proposed amendments shall be submitted to the Board in writing and shall be made
7 available to the delegates in advance of the Annual Regional Meeting.

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ARTICLE I – QUORUM AND VOTING

Annual Regional Meeting

The individual delegates from regional congregations shall comprise the voting delegate body at the Annual Regional Meeting. Delegates shall register prior to the beginning of the Annual Regional Meeting. All of the delegates who are present at the business session at the time of voting will constitute a quorum.

Delegates are deemed to be present at the meeting when they are physically present in the room where the business and voting are taking place, or when delegates join the meeting by video and audio connections which enable them to see, hear, and fully participate in the discussion and voting. A quorum for a virtual meeting shall consist of all those who are remotely connected to the virtual meeting.

Absentee and proxy ballots for business items are not permitted.

In general, an item of business will require a simple majority vote for passage. Exceptions to the general rule shall include:

1. Amendments to the Constitution and Bylaws require a 75% affirmative
2. Any item of business which would place a significant financial obligation on the region such as the purchase or long term rental/lease of property, vehicles, or other capital investment require a 75% affirmative

ARTICLE II - QUALIFICATIONS FOR REGIONAL LEADERSHIP

When considering individuals to serve in a leadership position it is important to identify people who are:

1. strongly supportive of the Word of God and the Covenant Brethren Church Statement of Faith and Bylaws
2. mature Christians, not recent converts, whose own house is in order, and who have experience in the area of ministry to which they are being called
3. willing to put sufficient time, effort, and energy into the ministry position to which they are being called
4. members in good standing of the Covenant Brethren Church in this region

ARTICLE III – REGIONAL TEAMS

The teams listed below shall assist the Board and regional congregations in fulfilling their respective ministries. The primary duties and responsibilities are listed for each team. Additional duties and responsibilities which are directly related to a team's primary function may be added by the Board as the needs arise.

Each team shall have a minimum of three members and a maximum to be determined by the needs of the team. Teams serve as planners and organizers and

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1 may solicit help from the regional congregations in carrying out their ministries if
2 such assistance is needed.

Annual Regional Meeting Planning Team

3
4
5
6 The purpose of this team is to provide basic planning and organization for the annual
7 regional meeting. Members of this team will:

- 8 • be gifted with organizational and administrative skills
- 9 • prepare a ballot for the coming year to be presented to the Board
- 10 • work in cooperation with members of the Annual Regional Meeting
11 Leadership Team (see Constitution Article VII, Section D) in preparing for the
12 Annual Regional Meeting

Church Planting and Revitalization Team

13
14
15 The purposes of this team are to promote the importance of planting new
16 congregations throughout the region, and to provide prayer support, resources, and
17 encouragement to congregations which are struggling to regain their vitality and
18 vision.

- 19 • develop, promote, and oversee new church planting efforts
- 20 • identify or develop resources to assist pastors and congregations in regaining
21 spiritual health, vitality, and vision
- 22 • promote evangelism, both personally and congregationally, and provide
23 resources for evangelistic training for congregations

Disaster Relief Work Team

24
25
26 The purposes of this team are to raise awareness of the importance of disaster relief
27 work among regional congregations, and to encourage congregational participation
28 in that vital area of ministry, and to share the Gospel with those to whom they
29 minister. Because of the magnitude of this team's work, the Disaster Relief Work
30 Team shall have a minimum of five members. Members of this team will:

- 31 • have a fervent desire for disaster relief work and a willingness to roll up their
32 sleeves and get their hands dirty for the Lord
- 33 • develop and promote a regional disaster relief program working in conjunction
34 with existing agencies such as Brethren Disaster Relief Ministries and other
35 similar groups
- 36 • organize regional disaster relief teams as circumstances allow which may
37 travel to areas where such work is needed

Ministry Growth and Spiritual Development Team

38
39
40 The purpose of this team is to emphasize the importance of lifelong learning and
41 continual spiritual development for regional church leaders and congregations.

42 Members of this team will:

- 43 • develop and provide training and spiritual growth opportunities for church
44 leaders and workers such as Regional Bible Studies, Regional Bible
45 Conferences, Regional Revival Meetings, Teacher Training/Development
46 programs, VBS Workshops, Camp Ministry Training

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- 1 • provide congregations with various resources and study helps for spiritual
2 growth and development for all age groups
3

Ministerial Leadership Team

4 The purpose of this team is to provide regional accountability and encouragement
5 for licensed and ordained ministers. This team consists of three ordained ministers
6 and two laypersons who have strong leadership skills. The members of this team
7 will:
8

- 9 • provide opportunities for regional ministers to meet regularly for
10 encouragement, sharing of ministry experience, and mutual prayer
11 • provide opportunities for ministerial ethics training
12 • provide opportunities for ministers to obtain CEU credits and oversee
13 compliance with CEU requirements by regional ministers
14 • work to strengthen positive relationships between ministers and
15 congregations
16 • offer recommendations to the national Ministerial Leadership Commission
17 concerning the renewal of credentials for ordained ministers and concerning
18 the granting of credentials for new ministers
19 • seek reconciliation and resolution of issues between ministers or between
20 ministers and their congregations, or, when necessary, seek input from or
21 make recommendations to the national Ministerial Leadership Commission
22 concerning unresolved issues
23 • encourage those interested in pursuing a ministry calling to apply to the
24 national Ministerial Training Program
25

Ministerial Training Team

26 The purpose of this team is to facilitate the identification and training of future
27 ministerial leadership. This team will consist of five members: 3 ordained Covenant
28 Brethren Church ministers and 2 lay leaders who are members of a CBC
29 congregation. The members of this team will:
30

- 31 • have an interest in the training of ministers
32 • have a background in education, training, or a related field
33 • implement and maintain the National Covenant Brethren Church's Ministerial
34 Training Program and manage the delivery of that program on the regional
35 level
36 • select mentors for ministers -in-training
37 • promote training opportunities provided by the Brethren Bible Institute among
38 regional congregations
39

Missions Team

40 The purposes of this team are to raise awareness of the importance of missions
41 work among regional congregations, and to encourage congregational participation
42 in that vital area of ministry, and to work in cooperation with the National Covenant
43 Brethren Church Missions Committee. Members of this team will:
44

- 45 • have a fervent desire for taking the Gospel to all the world

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- promote awareness of the vital task of evangelization beginning in the local community and extending around the world
- develop and promote an international mission support program including prayer support, financial support, and short or long-term mission trips, etc.
- encourage evangelistic work among local congregations and provide resources for evangelistic training

Prayer Team

The purpose of this team is to promote the importance and practice of prayer among regional congregations. Members of this team will:

- know how to touch the heart of God through prayer
- devote themselves to praying daily for the region
- develop and publish monthly prayer topics to be distributed through the Central Allegheny Region website, Facebook page, and other avenues of communication
- be available to lead devotions and prayer at regional meetings

Publications Team

The purpose of this team is to prepare informational articles, announcements, and other public communication pieces which highlight the ministries of the region and regional congregations. Members of this team will:

- be gifted with the skills necessary to produce effective written communication
- work in cooperation with the region’s webmaster or webhost to establish a social media presence
- prepare and distribute print media to regional congregations as necessary
- share publications with the National Covenant Brethren Church

Congregational Life/ Camp Planning and promoting Team

The purposes of this team are to promote interaction among all regional congregations so that congregations are vitally connected to one another, and to provide organization and oversight to various regional ministries. Members of this team will:

- be gifted in the area of helping people and promoting fellowship among believers
- plan events which are effective in building healthy interaction between congregations
- develop, promote, and maintain a youth camping program
- develop and promote regional youth conferences and youth ministry opportunities
- develop and promote regional men’s and women’s fellowship programs
- develop and promote regional youth and children’s ministries

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1 Regional Polity and Policy Team

2 The purposes of this team are to provide an orderly mechanism by which
3 congregations can work together to conduct the business of the region, to serve as
4 an information resource for questions of compliance with state and federal law
5 regarding religious organizations, and to assist congregations in compliance with
6 such laws. Members of this team will:

- 7 • be familiar with administrative policies and legal requirements affecting
8 churches and religious organizations
- 9 • consult with appropriate legal counsel as needed to resolve questions relating
10 to matters of corporate law, tax law, employment law, and all other legal
11 matters for the region
- 12 • make periodic recommendations to the Board concerning ongoing
13 compliance with insurance and other legal matters
- 14 • make periodic recommendations to the Board concerning changes to the
15 constitution and bylaws
- 16 • serve as the parliamentary advisory team for the Annual Regional Meeting
17

18 Stewardship Team

19 The purpose of this team is to provide for the effective and transparent
20 administration of the region's financial affairs. Members of this team will:

- 21 • have a background in finance
- 22 • develop the annual budget to be adopted at the Annual Regional Meeting
- 23 • monitor spending and work closely with the Financial Officer and the Regional
24 Executive Director in that capacity
- 25 • oversee fundraising for the region
- 26 • assist regional congregations to become good and faithful stewards of God's
27 resources
- 28 • inform congregational leaders of the financial needs of the region
29

30 Other Teams

31 The Annual Regional Meeting and /or the Board may authorize additional teams as
32 necessary to assist with the on-going work of the region.
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Constitution and Bylaws
Central Allegheny Region – Covenant Brethren Church

1 The signatures below attest that the Constitution and Bylaws of the Central Allegheny
2 Region of the Covenant Brethren Church were adopted by the delegates assembled at
3 the first Annual Regional Meeting held on _____ at _____.

Signatures of Officers:	Date
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5	
6	
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