

Warroad Community Church

Bylaws Survey Executive Report

Elder vote results, template inclusion decisions, and pairwise voting alignment

Prepared from the compiled elder survey results

Executive Summary

- Five elder surveys were tabulated across 32 proposed bylaw components.
- Using a simple majority rule of at least 3 Include votes, 30 of 32 items are marked “Include in template.”
- 1 item is marked “Do not include”: #4 Church Covenant.
- 1 item requires discussion because neither Include nor Do Not Include reached a 3-vote majority: #10 Member Voting Rights.
- 19 items received unanimous Include support from all five elders.
- 5 included items passed by the closest inclusion margin of 3 Include votes.
- 7 items had at least one No Selection response and should be reviewed so the elder team knows where uncertainty remains.

Decision rule used in this report: “Include in template” means 3 or more of 5 elders selected Include. “No Selection” is shown separately and is not counted as an Include vote.

At-a-Glance Results

Metric	Result	Meaning	Items / Notes
Total survey items	32	All proposed components A-K were tabulated	
Elder surveys counted	5	Each elder response counts as one vote	Sam Rairdon, Shawn Hammer, Tim Daniels, Jared Eastvold, Randy Brynteson
Include in template	30	Items with at least 3 Include votes	
Do not include	1	Items with at least 3 Do Not Include votes	#4 Church Covenant
Discuss / no majority	1	Items where neither Include nor Do Not Include reached 3 votes	#10 Member Voting Rights
Unanimous Include	19	Items where all five elders voted Include	#1, #2, #3, #6, #12, #16, #17, #18, #19, #20, #21, #22, #23, #25, #26, #27, #28, #31, #32
No Selection present	7	Items where at least one elder did not vote	#8, #9, #10, #11, #13, #14, #15

Chart 1 — Template Inclusion Outcome

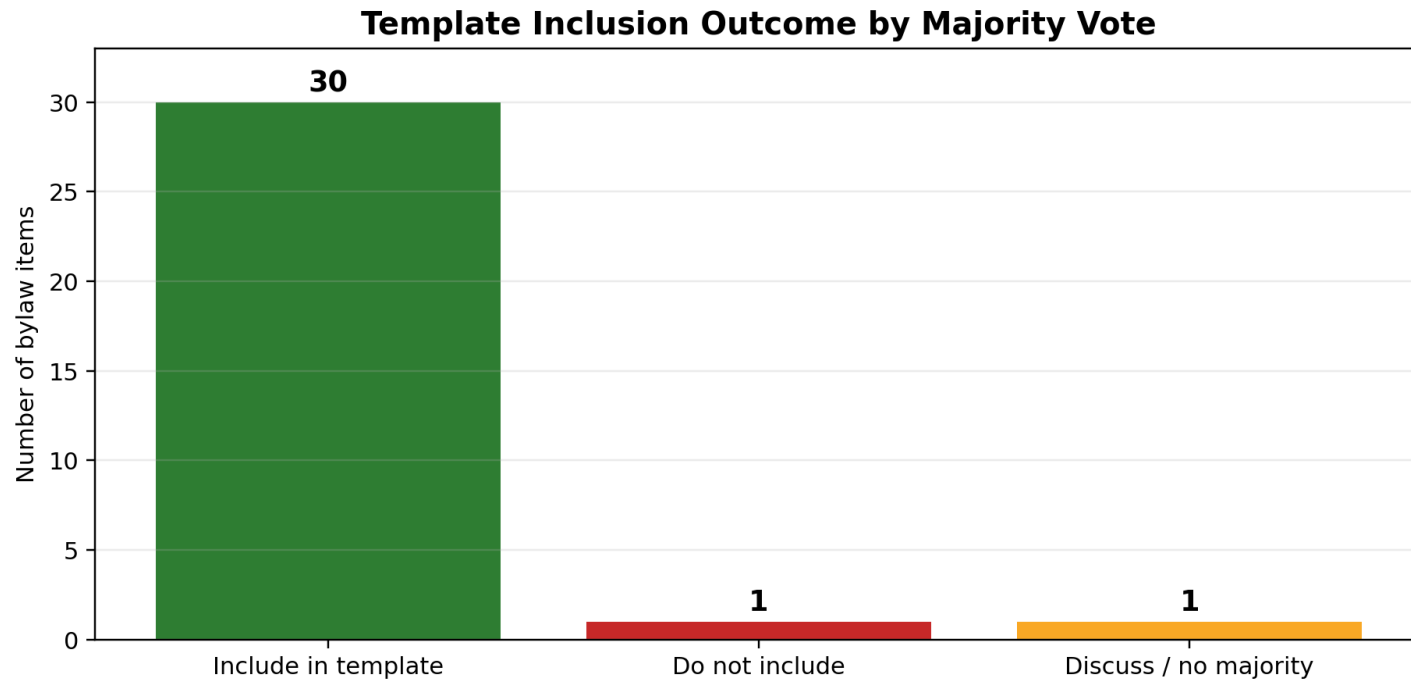
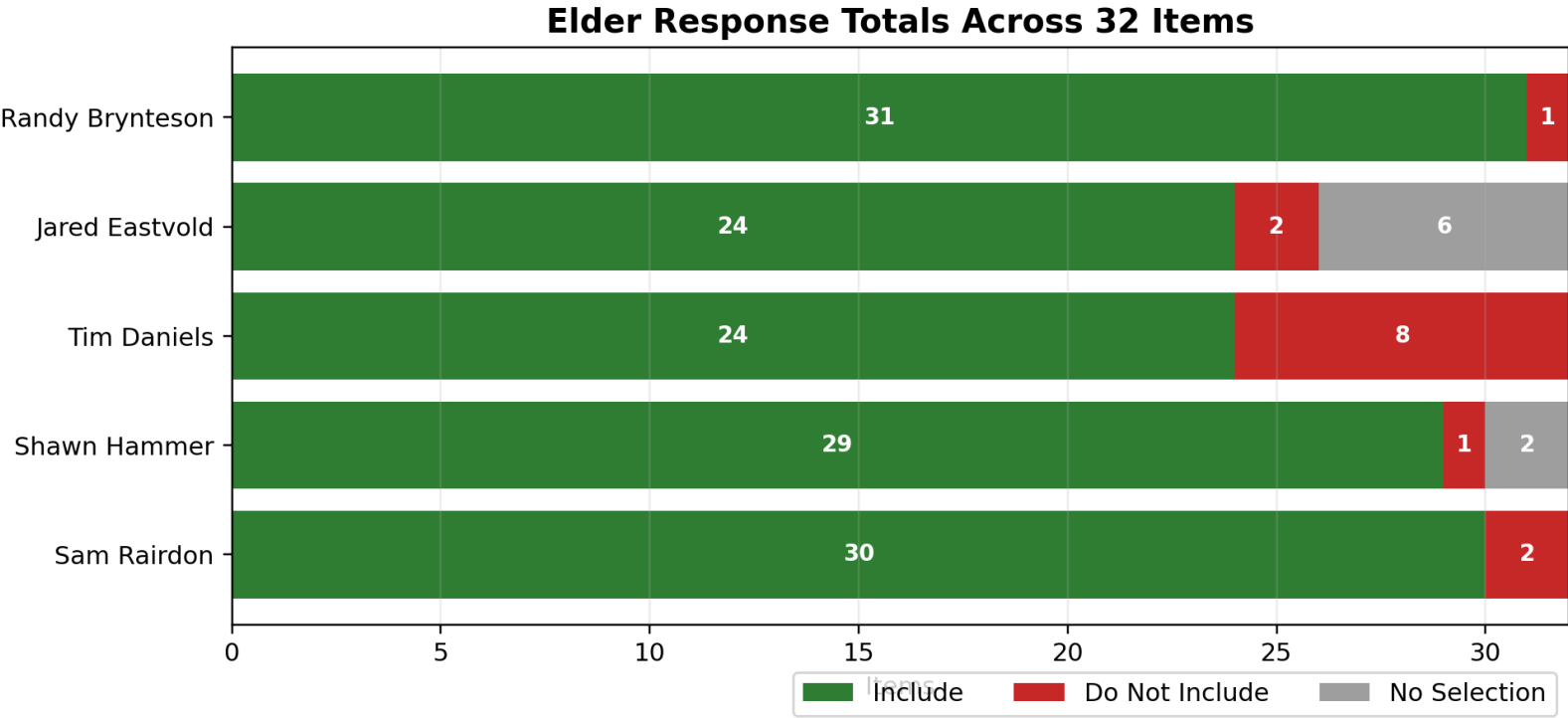


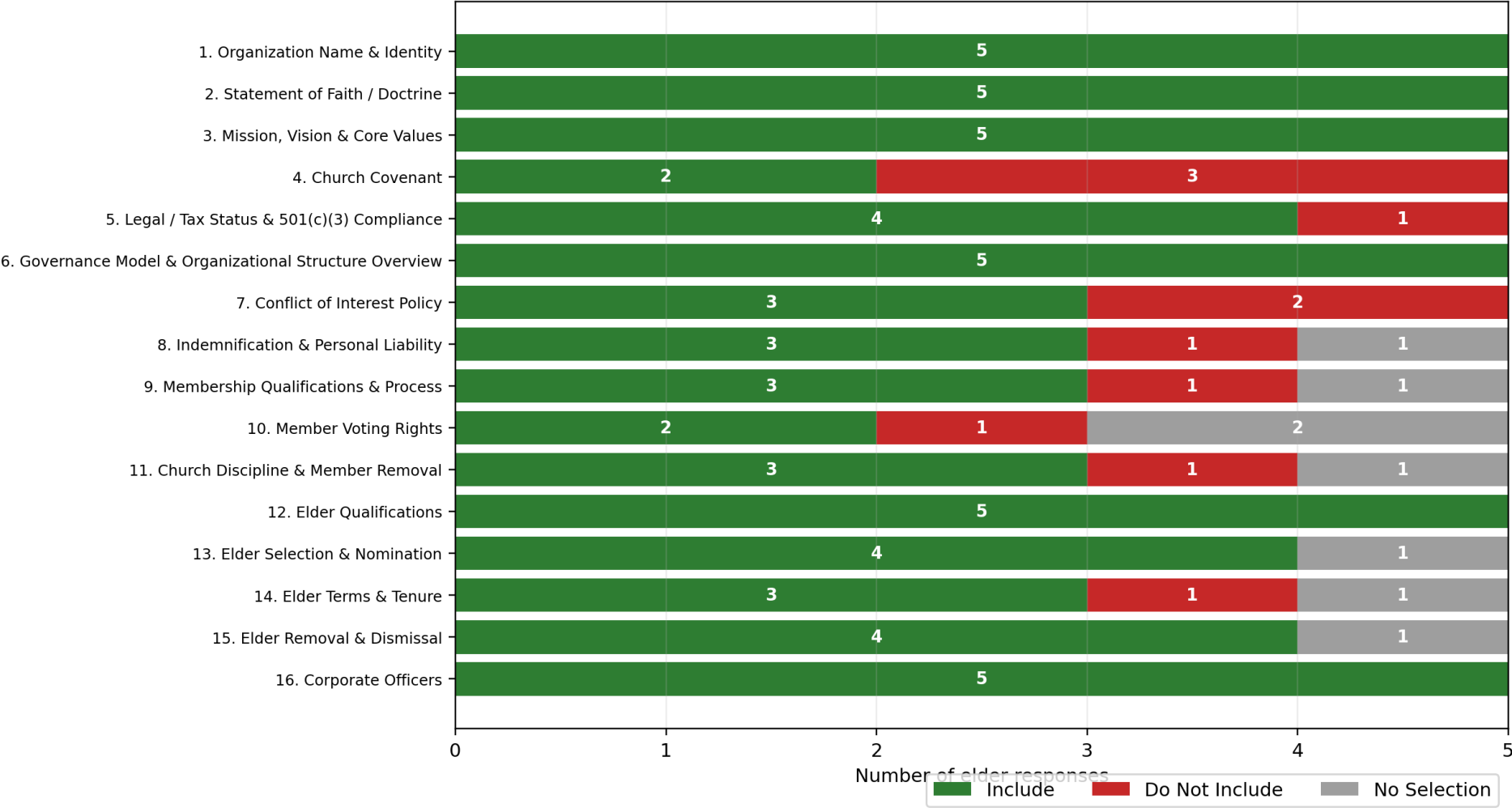
Chart 2 — Elder Response Totals



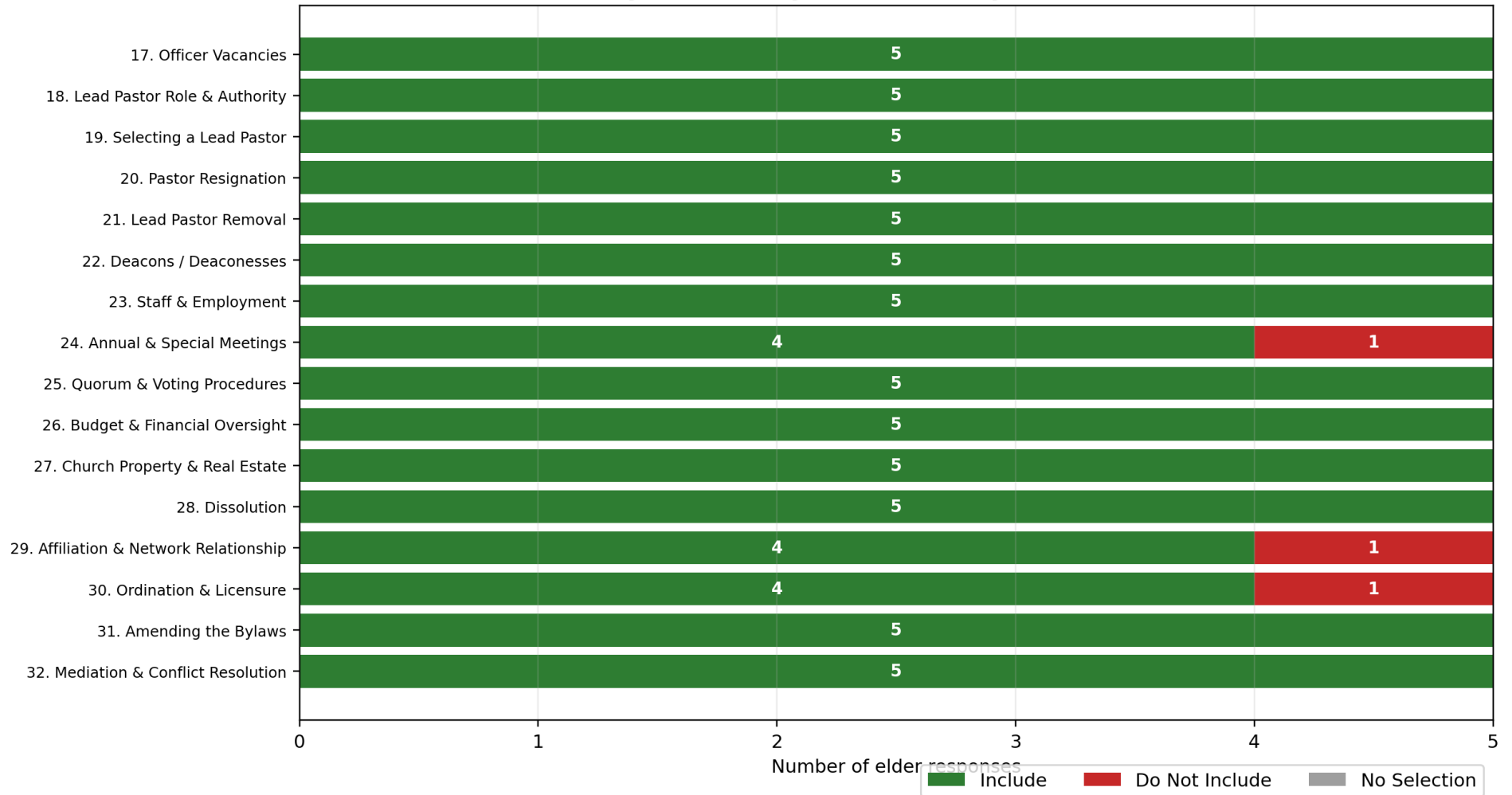
Item-by-Item Vote Totals

Each bar totals five elder responses. Green = Include, red = Do Not Include, gray = No Selection.

Bylaws Survey Vote Totals by Item (1-16)



Bylaws Survey Vote Totals by Item (17-32)



Vote Breakdown and Template Decision by Item

This table is the main working view for deciding the bylaws template. The “Non-include / undecided names” column names elders who voted Do Not Include or No Selection.

#	Bylaw Component	Include	Do Not Include	No Selection	Non-include / undecided names	Outcome	Recommended attention
1	Organization Name & Identity	5	0	0	None	Include in template	Strong consensus.
2	Statement of Faith / Doctrine	5	0	0	None	Include in template	Strong consensus.
3	Mission, Vision & Core Values	5	0	0	None	Include in template	Strong consensus.

#	Bylaw Component	Include	Do Not Include	No Selection	Non-include / undecided names	Outcome	Recommended attention
4	Church Covenant	2	3	0	Do Not: Sam Rairdon, Shawn Hammer, Tim Daniels	Do not include	Excluded by majority; confirm whether the template should omit or retain as optional appendix.
5	Legal / Tax Status & 501(c)(3) Compliance	4	1	0	Do Not: Tim Daniels	Include in template	Minority opposition; capture concern before drafting.
6	Governance Model & Organizational Structure Overview	5	0	0	None	Include in template	Strong consensus.
7	Conflict of Interest Policy	3	2	0	Do Not: Tim Daniels, Jared Eastvold	Include in template	Close inclusion vote; discuss language carefully.
8	Indemnification & Personal Liability	3	1	1	Do Not: Tim Daniels; No Selection: Jared Eastvold	Include in template	Close inclusion vote; discuss language carefully.
9	Membership Qualifications & Process	3	1	1	Do Not: Tim Daniels; No Selection: Jared Eastvold	Include in template	Close inclusion vote; discuss language carefully.
10	Member Voting Rights	2	1	2	Do Not: Tim Daniels; No Selection: Shawn Hammer, Jared Eastvold	Discuss / no majority	Abstention/uncertainty present; confirm intent.
11	Church Discipline & Member Removal	3	1	1	Do Not: Tim Daniels; No Selection: Shawn Hammer	Include in template	Close inclusion vote; discuss language carefully.
12	Elder Qualifications	5	0	0	None	Include in template	Strong consensus.
13	Elder Selection & Nomination	4	0	1	No Selection: Jared Eastvold	Include in template	Abstention/uncertainty present; confirm intent.
14	Elder Terms & Tenure	3	1	1	Do Not: Sam Rairdon; No Selection: Jared Eastvold	Include in template	Close inclusion vote; discuss language carefully.
15	Elder Removal & Dismissal	4	0	1	No Selection: Jared Eastvold	Include in template	Abstention/uncertainty present; confirm intent.
16	Corporate Officers	5	0	0	None	Include in template	Strong consensus.
17	Officer Vacancies	5	0	0	None	Include in template	Strong consensus.
18	Lead Pastor Role & Authority	5	0	0	None	Include in template	Strong consensus.
19	Selecting a Lead Pastor	5	0	0	None	Include in template	Strong consensus.
20	Pastor Resignation	5	0	0	None	Include in template	Strong consensus.
21	Lead Pastor Removal	5	0	0	None	Include in template	Strong consensus.
22	Deacons / Deaconesses	5	0	0	None	Include in template	Strong consensus.
23	Staff & Employment	5	0	0	None	Include in template	Strong consensus.
24	Annual & Special Meetings	4	1	0	Do Not: Jared Eastvold	Include in template	Minority opposition; capture concern before drafting.
25	Quorum & Voting Procedures	5	0	0	None	Include in template	Strong consensus.
26	Budget & Financial Oversight	5	0	0	None	Include in template	Strong consensus.
27	Church Property & Real Estate	5	0	0	None	Include in template	Strong consensus.
28	Dissolution	5	0	0	None	Include in template	Strong consensus.
29	Affiliation & Network Relationship	4	1	0	Do Not: Randy Brynteson	Include in template	Minority opposition; capture concern before drafting.
30	Ordination & Licensure	4	1	0	Do Not: Tim Daniels	Include in template	Minority opposition; capture concern before drafting.
31	Amending the Bylaws	5	0	0	None	Include in template	Strong consensus.

#	Bylaw Component	Include	Do Not Include	No Selection	Non-include / undecided names	Outcome	Recommended attention
32	Mediation & Conflict Resolution	5	0	0	None	Include in template	Strong consensus.

Elder Decision Matrix

I = Include; D = Do Not Include; NS = No Selection. This view shows exactly who voted for each component.

#	Bylaw Component	Sam Rairdon	Shawn Hammer	Tim Daniels	Jared Eastvold	Randy Brynteson	Outcome
1	Organization Name & Identity	I	I	I	I	I	Include in template
2	Statement of Faith / Doctrine	I	I	I	I	I	Include in template
3	Mission, Vision & Core Values	I	I	I	I	I	Include in template
4	Church Covenant	D	D	D	I	I	Do not include
5	Legal / Tax Status & 501(c)(3) Compliance	I	I	D	I	I	Include in template
6	Governance Model & Organizational Structure Overview	I	I	I	I	I	Include in template
7	Conflict of Interest Policy	I	I	D	D	I	Include in template
8	Indemnification & Personal Liability	I	I	D	NS	I	Include in template
9	Membership Qualifications & Process	I	I	D	NS	I	Include in template
10	Member Voting Rights	I	NS	D	NS	I	Discuss / no majority
11	Church Discipline & Member Removal	I	NS	D	I	I	Include in template
12	Elder Qualifications	I	I	I	I	I	Include in template
13	Elder Selection & Nomination	I	I	I	NS	I	Include in template
14	Elder Terms & Tenure	D	I	I	NS	I	Include in template
15	Elder Removal & Dismissal	I	I	I	NS	I	Include in template
16	Corporate Officers	I	I	I	I	I	Include in template
17	Officer Vacancies	I	I	I	I	I	Include in template
18	Lead Pastor Role & Authority	I	I	I	I	I	Include in template
19	Selecting a Lead Pastor	I	I	I	I	I	Include in template
20	Pastor Resignation	I	I	I	I	I	Include in template
21	Lead Pastor Removal	I	I	I	I	I	Include in template
22	Deacons / Deaconesses	I	I	I	I	I	Include in template
23	Staff & Employment	I	I	I	I	I	Include in template
24	Annual & Special Meetings	I	I	I	D	I	Include in template
25	Quorum & Voting Procedures	I	I	I	I	I	Include in template
26	Budget & Financial Oversight	I	I	I	I	I	Include in template
27	Church Property & Real Estate	I	I	I	I	I	Include in template
28	Dissolution	I	I	I	I	I	Include in template
29	Affiliation & Network Relationship	I	I	I	I	D	Include in template
30	Ordination & Licensure	I	I	D	I	I	Include in template
31	Amending the Bylaws	I	I	I	I	I	Include in template
32	Mediation & Conflict	I	I	I	I	I	Include in template

#	Bylaw Component	Sam Rairdon	Shawn Hammer	Tim Daniels	Jared Eastvold	Randy Brynteson	Outcome
	Resolution						

Recommended Discussion Priorities Before Drafting

A. Item Not Included by Majority Vote

#4 Church Covenant — Include 2, Do Not Include 3, No Selection 0. Include voters: Jared Eastvold, Randy Brynteson. Do Not Include voters: Sam Rairdon, Shawn Hammer, Tim Daniels.

B. Item Requiring Elder Decision Because No Majority Was Reached

#10 Member Voting Rights — Include 2, Do Not Include 1, No Selection 2. Include voters: Sam Rairdon, Randy Brynteson. Do Not Include voters: Tim Daniels. No Selection: Shawn Hammer, Jared Eastvold.

C. Included Items with Narrow 3-of-5 Support

#7 Conflict of Interest Policy: Include voters: Sam Rairdon, Shawn Hammer, Randy Brynteson. Do Not Include: Tim Daniels, Jared Eastvold.

#8 Indemnification & Personal Liability: Include voters: Sam Rairdon, Shawn Hammer, Randy Brynteson. Do Not Include: Tim Daniels. No Selection: Jared Eastvold.

#9 Membership Qualifications & Process: Include voters: Sam Rairdon, Shawn Hammer, Randy Brynteson. Do Not Include: Tim Daniels. No Selection: Jared Eastvold.

#11 Church Discipline & Member Removal: Include voters: Sam Rairdon, Jared Eastvold, Randy Brynteson. Do Not Include: Tim Daniels. No Selection: Shawn Hammer.

#14 Elder Terms & Tenure: Include voters: Shawn Hammer, Tim Daniels, Randy Brynteson. Do Not Include: Sam Rairdon. No Selection: Jared Eastvold.

D. Items with No Selection Responses

#	Item	No Selection elder(s)	Current outcome
8	Indemnification & Personal Liability	Jared Eastvold	Include in template
9	Membership Qualifications & Process	Jared Eastvold	Include in template
10	Member Voting Rights	Shawn Hammer, Jared Eastvold	Discuss / no majority
11	Church Discipline & Member Removal	Shawn Hammer	Include in template
13	Elder Selection & Nomination	Jared Eastvold	Include in template
14	Elder Terms & Tenure	Jared Eastvold	Include in template
15	Elder Removal & Dismissal	Jared Eastvold	Include in template

Elder-to-Elder Voting Alignment

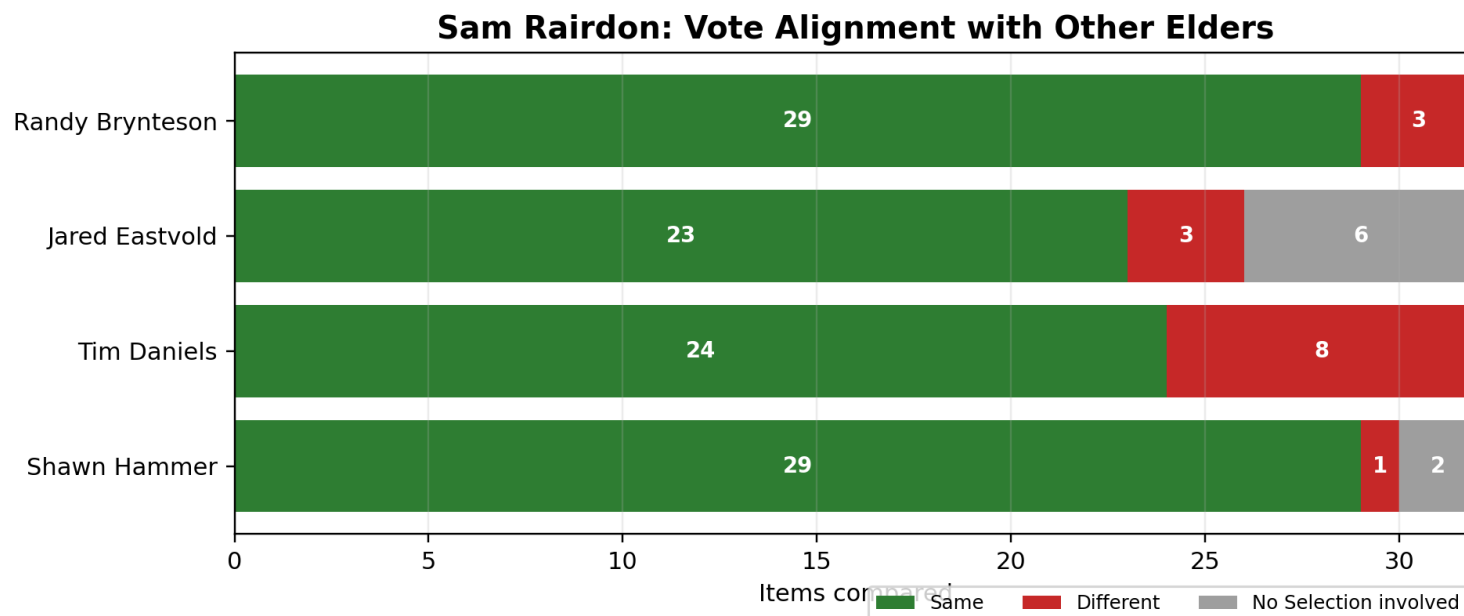
“Same” and “Different” compare actual votes only. Items where either elder selected No Selection are separated into “No Selection involved,” not counted as agreement or disagreement.

Elder A	Elder B	Same votes	Different votes	No Selection involved	Agreement %*	Both Include
Sam Rairdon	Shawn Hammer	29	1	2	97%	28
Sam Rairdon	Tim Daniels	24	8	0	75%	23
Sam Rairdon	Jared Eastvold	23	3	6	88%	23
Sam Rairdon	Randy Brynteson	29	3	0	91%	29

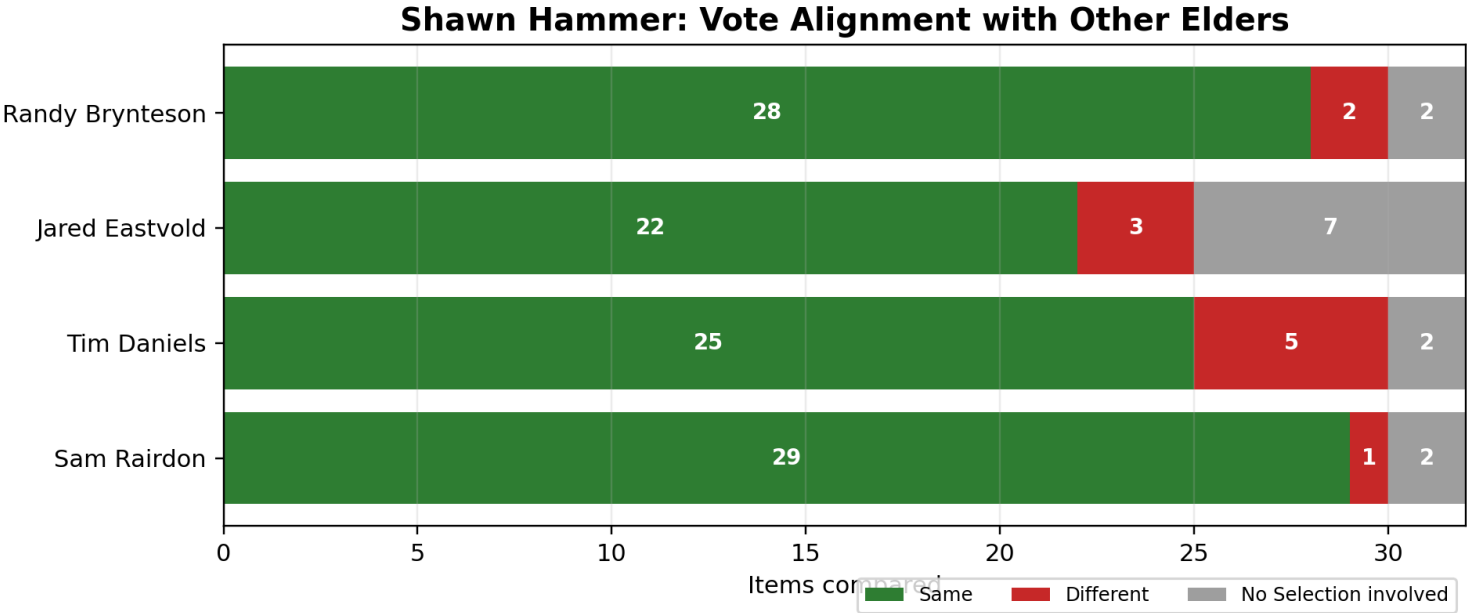
Elder A	Elder B	Same votes	Different votes	No Selection involved	Agreement %*	Both Include
Shawn Hammer	Tim Daniels	25	5	2	83%	24
Shawn Hammer	Jared Eastvold	22	3	7	88%	22
Shawn Hammer	Randy Brynteson	28	2	2	93%	28
Tim Daniels	Jared Eastvold	21	5	6	81%	20
Tim Daniels	Randy Brynteson	23	9	0	72%	23
Jared Eastvold	Randy Brynteson	23	3	6	88%	23

*Agreement % excludes items where either elder did not select a decision.

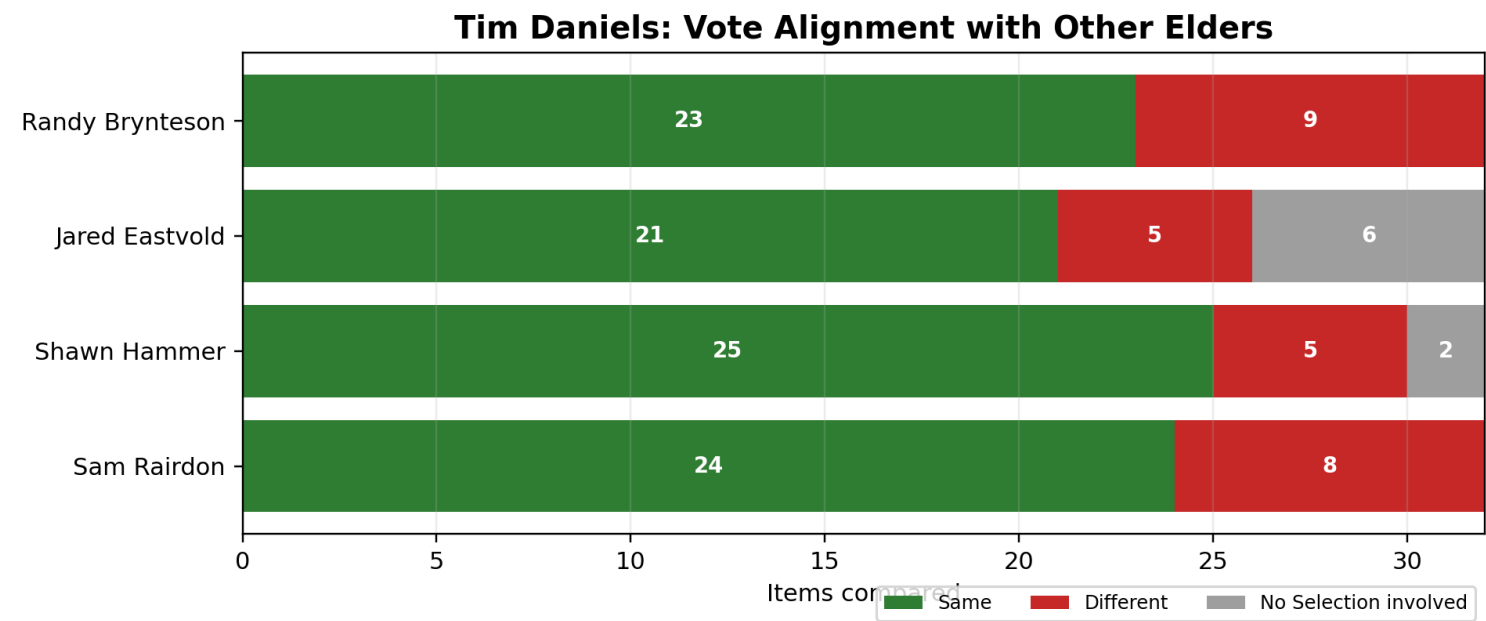
Sam Rairdon — Alignment with Other Elders



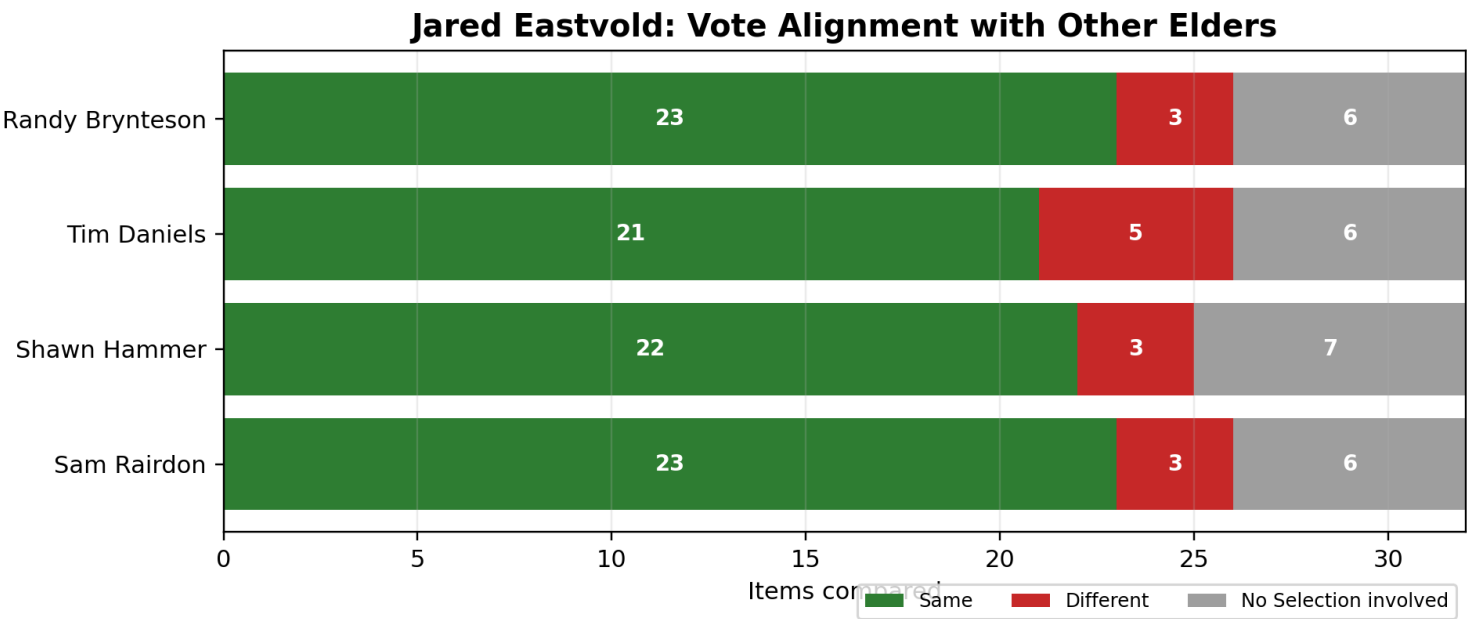
Compared elder	Same	Different	No Selection involved	Agreement %	Different-vote items
Shawn Hammer	29	1	2	97%	#14
Tim Daniels	24	8	0	75%	#5, #7, #8, #9, #10, #11, #14, #30
Jared Eastvold	23	3	6	88%	#4, #7, #24
Randy Brynteson	29	3	0	91%	#4, #14, #29



Compared elder	Same	Different	No Selection involved	Agreement %	Different-vote items
Sam Rairdon	29	1	2	97%	#14
Tim Daniels	25	5	2	83%	#5, #7, #8, #9, #30
Jared Eastvold	22	3	7	88%	#4, #7, #24
Randy Brynteson	28	2	2	93%	#4, #29

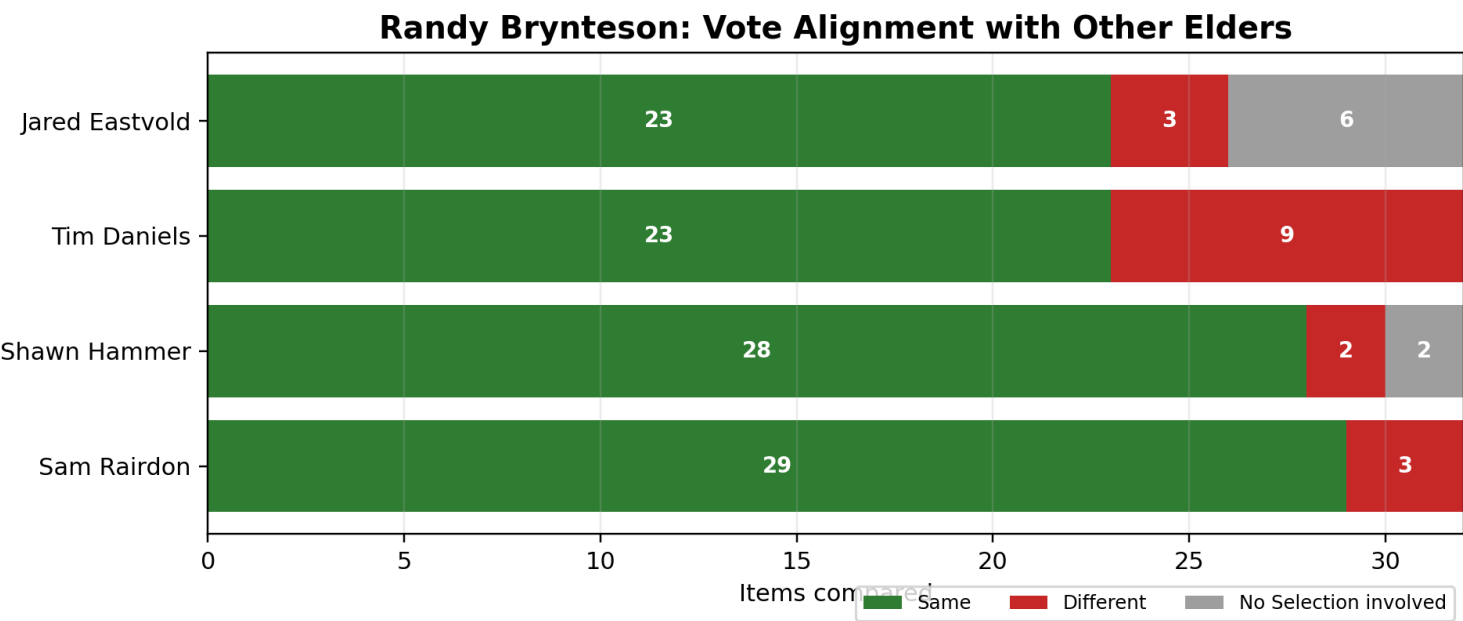


Compared elder	Same	Different	No Selection involved	Agreement %	Different-vote items
Sam Rairdon	24	8	0	75%	#5, #7, #8, #9, #10, #11, #14, #30
Shawn Hammer	25	5	2	83%	#5, #7, #8, #9, #30
Jared Eastvold	21	5	6	81%	#4, #5, #11, #24, #30
Randy Brynteson	23	9	0	72%	#4, #5, #7, #8, #9, #10, #11, #29, #30



Compared elder	Same	Different	No Selection involved	Agreement %	Different-vote items
Sam Rairdon	23	3	6	88%	#4, #7, #24
Shawn Hammer	22	3	7	88%	#4, #7, #24
Tim Daniels	21	5	6	81%	#4, #5, #11, #24, #30
Randy Brynteson	23	3	6	88%	#7, #24, #29

Randy Brynteson — Alignment with Other Elders



Compared elder	Same	Different	No Selection involved	Agreement %	Different-vote items
Sam Rairdon	29	3	0	91%	#4, #14, #29
Shawn Hammer	28	2	2	93%	#4, #29
Tim Daniels	23	9	0	72%	#4, #5, #7, #8, #9, #10, #11, #29, #30
Jared Eastvold	23	3	6	88%	#7, #24, #29

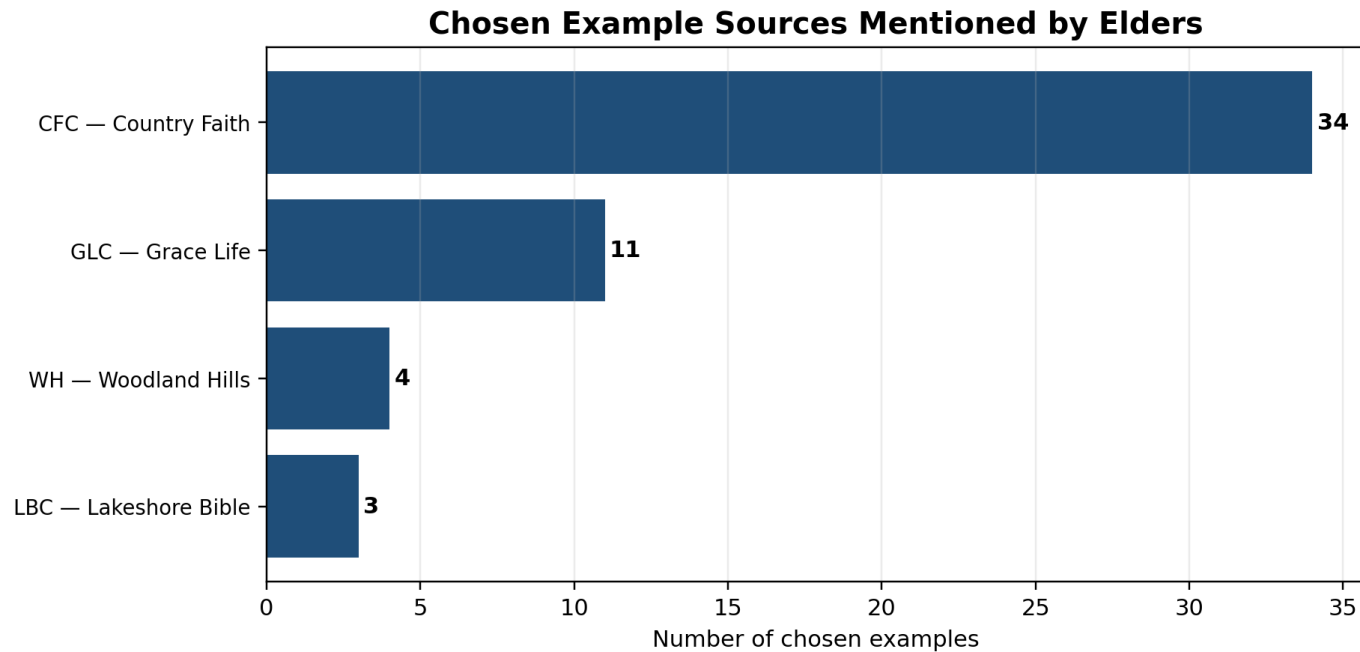
Notes and Chosen Examples Useful for Drafting

Survey Notes Left by Elders

#	Item	Elder	Note
4	Church Covenant	Shawn Hammer	Unless we decide to pursue church membership as an option, I'm not sure how this would fit in. B. LEGAL & STRUCTURAL FRAMEWORK -----
8	Indemnification & Personal Liability	Jared Eastvold	Not sure about this one C. MEMBERSHIP -----
9	Membership Qualifications & Process	Jared Eastvold	Have we had church membership?
10	Member Voting Rights	Jared Eastvold	Connected to #9
13	Elder Selection & Nomination	Jared Eastvold	Not sure
14	Elder Terms & Tenure	Jared Eastvold	Also not sure
15	Elder Removal & Dismissal	Jared Eastvold	Needs discussion
19	Selecting a Lead Pastor	Jared Eastvold	Discussion needed
20	Pastor Resignation	Sam Rairdon	This may require some discussion based on recent experience

#	Item	Elder	Note
24	Annual & Special Meetings	Jared Eastvold	Could be discussed

Chosen Example Source Summary



Only the church/source names are reported here; longer example text from the surveys has been omitted.

#	Item	Chosen example church/source names by elder
1	Organization Name & Identity	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
2	Statement of Faith / Doctrine	Sam Rairdon: CFC — Country Faith; Jared Eastvold: WH — Woodland Hills
3	Mission, Vision & Core Values	Sam Rairdon: CFC — Country Faith; Jared Eastvold: LBC — Lakeshore Bible
4	Church Covenant	Jared Eastvold: WH — Woodland Hills
5	Legal / Tax Status & 501(c)(3) Compliance	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith
6	Governance Model & Organizational Structure Overview	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith
7	Conflict of Interest Policy	Sam Rairdon: CFC — Country Faith
8	Indemnification & Personal Liability	Sam Rairdon: CFC — Country Faith
9	Membership Qualifications & Process	Sam Rairdon: CFC — Country Faith
10	Member Voting Rights	Sam Rairdon: CFC — Country Faith
11	Church Discipline & Member Removal	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
12	Elder Qualifications	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
13	Elder Selection & Nomination	Sam Rairdon: CFC — Country Faith
14	Elder Terms & Tenure	None Chosen
15	Elder Removal & Dismissal	Sam Rairdon: CFC — Country Faith; Jared Eastvold: WH — Woodland Hills
16	Corporate Officers	Sam Rairdon: GLC — Grace Life; Jared Eastvold: GLC — Grace Life
17	Officer Vacancies	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith
18	Lead Pastor Role & Authority	Sam Rairdon: CFC — Country Faith; Jared Eastvold: WH — Woodland Hills
19	Selecting a Lead Pastor	Sam Rairdon: CFC — Country Faith
20	Pastor Resignation	Jared Eastvold: CFC — Country Faith
21	Lead Pastor Removal	Sam Rairdon: CFC — Country Faith
22	Deacons / Deaconesses	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith

#	Item	Chosen example church/source names by elder
23	Staff & Employment	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
24	Annual & Special Meetings	Sam Rairdon: CFC — Country Faith
25	Quorum & Voting Procedures	Sam Rairdon: GLC — Grace Life; Jared Eastvold: GLC — Grace Life
26	Budget & Financial Oversight	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
27	Church Property & Real Estate	Sam Rairdon: CFC — Country Faith; Jared Eastvold: LBC — Lakeshore Bible
28	Dissolution	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith
29	Affiliation & Network Relationship	Sam Rairdon: CFC — Country Faith; Jared Eastvold: CFC — Country Faith
30	Ordination & Licensure	Sam Rairdon: CFC — Country Faith; Jared Eastvold: LBC — Lakeshore Bible
31	Amending the Bylaws	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life
32	Mediation & Conflict Resolution	Sam Rairdon: CFC — Country Faith; Jared Eastvold: GLC — Grace Life

Suggested Use of This Report

- Begin the bylaws template with the 30 items marked Include in template. Treat #4 Church Covenant as excluded by majority vote and resolve #10 Member Voting Rights before finalizing the membership/governance section.
- Before drafting final language, review the narrow 3-of-5 items and the items with No Selection responses so the elders can distinguish true agreement from unresolved uncertainty.
- Use the Elder Decision Matrix during discussion so every elder can see the vote pattern without re-reading the raw survey text.
- Use the Chosen Example Source Summary as a drafting guide, while keeping the final wording tailored to Warroad Community Church rather than simply copying another church's text.

Source: WCC BYLAWS SURVEY RESULTS COMPILED.txt and derived CSV tabulation. Longer bylaw example text intentionally omitted.