

*Red* = New Proposed Revisions

~~*Blue*~~ = To Be Deleted

*CONSTITUTION*  
*OF*  
*TRINITY BAPTIST CHURCH*

**PREAMBLE**

The Church is a fellowship of persons redeemed in Christ Jesus, divinely created and called, and made one under the sovereign rule of God, preserving and securing the principles of our faith, enabling this body to be governed in an orderly manner, and preserving the spiritual liberties of each individual member and the freedom of this body with respect to its relationship to other churches of the same faith, we do declare and establish this Constitution.

**ARTICLE I – NAME**

The name of this corporation shall be Trinity Baptist Church of Lake Charles, Louisiana, hereinafter referred to as “Trinity Baptist Church,” "Trinity" or the “Church”.

**ARTICLE II – PURPOSE**

Trinity Baptist Church places as its primary purpose the worship of Almighty God. In addition, the Church will proclaim the Gospel of Jesus Christ to a lost world, seek the salvation of the unsaved, and disciple believers to grow in grace according to the teachings of the Bible, the inspired, infallible, inerrant Word of God. Also, the Church will exert a godly influence against evil in the world and minister in His name.

**ARTICLE III – DOCTRINAL STATEMENT**

Trinity's doctrinal source is the Bible. The **current edition of** The Baptist Faith and Message as adopted by the Southern Baptist Convention, represents the Church's summary interpretation of the Bible. A copy of **such** ~~The Baptist Faith and Message~~ shall be placed in the Church library and a copy recorded with the Church Constitution.

~~*Adopted April 25, 1999*~~

~~*Amended July 17, 2001*~~

~~*Amended July 13, 2008*~~

~~*Amended March 15, 2009*~~

~~*Amended & Adopted October 22, 2014*~~

#### ARTICLE IV – MEMBERSHIP

The membership of this Church shall consist of persons:

- 1) Who have accepted Jesus Christ as Savior and Lord;
- 2) Who have obeyed Him in the scriptural ordinance of baptism by immersion;
- 3) And whose names **have been placed on** ~~appear on~~ the membership roll ~~of this Church.~~  
**in accordance with Article I of the Church Bylaws.**

#### ARTICLE V – GOVERNMENT

The government of Trinity Baptist Church shall be vested in the body of believers who compose its membership, and it shall be subject to the control of no other ecclesiastical body. Appropriate Bylaws shall be adopted to implement the Baptist doctrine of local autonomous government.

The business affairs of the Church shall be vested in and managed by the Board of Trustees, elected from the membership of the Church, the extent of whose authority shall be set forth and established in the Bylaws.

The Church accepts the Scriptures as its **sole** authority in matters of faith and practice. The Church accepts **the current edition of** Robert's Rules of Order ~~Newly Revised~~ as its guide in ~~matters of~~ orders of business.

#### ARTICLE VI – AMENDMENTS

This Constitution may be amended by a two-thirds (2/3) vote of the members present and voting at a Quarterly Business meeting or a Special meeting called for that purpose. Notice of the proposed amendment and the designated time of voting shall be ~~printed in the Church newsletter~~ **posted electronically, printed and presented to the Church body** at least two (2) weeks prior to the meeting at which the vote will be taken. All proposed amendments to this Constitution must be presented to the Trustees in written form. The Trustees will decide on the validity of the proposed amendment after not less than one (1) month, and no more than three (3) months of consideration. After such time, the Trustees will either accept the proposed amendment and refer it to the Church for a vote, or reject the proposed amendment and no Church action will be taken.

**Adopted April 25, 1999, Amended July 17, 2001, July 13, 2008, March 14, 2009, Amended & Adopted October 22, 2014**

**BYLAWS**

**OF**

**TRINITY BAPTIST CHURCH**

**ARTICLE I – MEMBERSHIP**

**Section 1. Admission to Membership.**

- I. The person seeking membership **can present themselves by one of the following means:** ~~will be received in one of the following ways, upon the recommendation of the minister(s) and a majority vote of the congregation in attendance.~~
- A. By Profession of Faith
- A person shall be received upon a public declaration of the acceptance of Jesus Christ as personal Savior and Lord. The candidate will counsel with one of the ministers, **or a minister appointee** and **demonstrate their decision** ~~be accepted by the congregation, and following baptism through baptism~~ by immersion. ~~be admitted into membership.~~
- B. By Letter
- A person shall be ~~received into~~ **considered for** membership by letter of recommendation from a Southern Baptist Church as set forth in Article IV of the Constitution.
- C. By Statement from a Southern Baptist Church
- A person from another Southern Baptist Church whose church records are not available, after counsel with **one of** the ministers **or a minister appointee** ~~and, if necessary, counsel from a membership committee comprised of Deacon officers, shall be received into membership upon his affirmation~~ **affirms** that:
1. **They do trust** Christ as personal **Savior and Lord.** ~~Lord and Savior.~~
  2. **They have been** baptized by immersion.

D. By Change of Membership from other Churches

~~1. A person from another Christian denomination, after counsel with the minister(s) and, if necessary, counsel from a membership committee comprised of Deacon officers, may be received into membership upon his affirmation that he has trusted Christ as personal Savior and Lord, following his baptism by immersion as a testimony of his identification with and faithful service to the doctrines and practices of this Church.~~

1. A person from a church of **similar like** faith and practice may be received into membership upon their **his** affirmation that **they have he has trusted accepted** Christ as personal **Savior and Lord (Ephesians 2:8-9; Romans 10:9-10) Lord and Savior** and who, in the opinion of the Pastor **or in the absence of the Pastor, another minister of Trinity Baptist Church and/or a membership committee comprised of the Deacon officers, has been Scripturally baptized, received believer's baptism,** as defined below. **Believer's baptism requires:**

~~a) A Proper Manner for Salvation, that is, an individual who personally has professed that he has been saved by grace through faith in the Lord Jesus Christ (Ephesians 2:8-9; Romans 10:9-10)~~

a) ~~b)~~ **A Proper Method for Baptism**, that is, immersion in water in the name of the Father, and Son, and Holy Spirit. (Matthew 28:19)

b) ~~e)~~ **A Proper Meaning of Baptism**, that is, received by the individual in obedience to the command of Christ and intended by those administering it as an outward sign of the individual's inward faith in the death, burial, and resurrection of Christ, and not intended by those administering it as a sacrament or a means to salvation or a requisite to salvation (Romans 6:4).

- II. For those who have qualified for church membership, a new member orientation is required for those who are 12 years of age and older. ~~E. Persons 6<sup>th</sup> grade and older are required to complete the "Membership Class."~~ Upon completion of this class they would be presented for membership to the Church. ~~Body. As is the current practice.~~**

**Section 2. Termination of Membership.**

- I. By Death.
- II. By the Church granting upon request a letter of recommendation directed to another Southern Baptist Church.
- III. By the Church granting withdrawal upon request for voluntary withdrawal of membership.
- IV. By the Church withdrawing membership ~~servng withdrawal of membership~~, upon satisfactory evidence that a member has united with **another** church ~~of another denomination and or another~~ religious body **or has not had any personal contact with the church, (attendance, serving or giving) for a period of five or more years.**
- V. By Church discipline **which shall be administered** ~~handled~~ in a spirit of love and compassion with the goals of restoration and rehabilitation. If it becomes necessary, the procedures described in the following scriptures shall be followed:  
Matthew 18:15-20; I Corinthians 5:1-13; II Thessalonians 3:14-15; and I Timothy 5:19-21.

**Section 3. Duties of Members.**

- I. Members of the Church are encouraged to:
  - A. Worship, including attending Church services, praying, praising God, (Hebrews 10:25).
  - B. Tithe - giving one-tenth of one's total income to the Lord's work through the Church. (Malachi 3:10)
  - C. Develop their God-given spiritual gifts by serving in at least one area of the Church's ministries.
  - D. Study the Word of God, witness, invite and encourage friends, relatives and neighbors to come to the Church for the purpose of introducing them to Christ.

**Section 4. Rights of Members.**

Each member of ~~this~~ **the** Church shall be entitled to an equal voice and vote in all business meetings of the Church.

**Section 5. Record of Membership.**

The resident **and non-resident** membership records shall be maintained **separately** in the files of the Church. ~~Records of non-resident members, where insufficient information exists, shall be maintained kept in a card file and designated as such, the "non-resident membership file."~~ The Church reserves the right to periodically purge the non-resident membership. ~~file.~~

**ARTICLE II – MEETINGS**

**Section 1. Regular Worship Services.**

Public worship services shall be held **on each** Sunday **mornings**. ~~customarily both morning and evening. On certain occasions, the evening worship service may be cancelled with prior approval by the Ministry Deacons. Mid-week services shall ordinarily be held on Wednesday evening of each week.~~ Sunday **School Morning Bible studies shall ordinarily will normally** be held each Sunday. ~~morning.~~ Discipleship training will normally be held **throughout the week at designated times and places.** ~~each Sunday and/or Wednesday evening.~~

**Section 2. Special Religious Services.**

Special religious services may be held as called by the Pastor, ~~Ministry~~ Deacon **Team Leaders**, or by vote of the Church.

**Section 3. Regular Business Meetings.**

Regular business meetings shall be held quarterly ~~on Sunday evening~~ following the monthly Trustees meeting.

The business meetings of the Church shall be presided over by a Moderator who shall be the Pastor, except when the Pastor is absent, unable to serve, when the Church is without a Pastor, or when the Church, by a majority vote of those present, elects some other individual to act as Moderator.

The members of the Church who attend any business meeting, ~~whether quarterly, annual or special,~~ shall constitute a quorum. Unless otherwise stated, **with will have** full authority to act on behalf of the Church. ~~without regard to the proportion this number may be to the total registered membership.~~

The annual business meeting of the Church shall be held on the 3<sup>rd</sup> Wednesday or Sunday in the month of September.

#### **Section 4. Special Business Meetings.**

Special meetings of the Church may be called, provided an announcement from the pulpit ~~is shall be~~ made on Sunday at least one week prior to the date of the meeting. ~~and-a~~ **A notice of intent** shall be placed in the **Church's publications.**

The regular order of business at any business meeting shall be conducted according to the rules of order adopted by the Church, namely **the current edition of** Roberts' Rules of Order. ~~Newly Revised.~~

### **ARTICLE III – OFFICERS AND COMMITTEES**

#### **Section 1. Qualifications for Members of All Church Committees.**

All officers and members of Church committees shall be resident members who are consistently involved in the ministries of, and stewardship to, Trinity Baptist Church. It is advisable that a committee member should be a member of the Church for at least one year.

#### **Section 2. Officers. ~~and Leaders.~~**

The scriptural officers of Trinity Baptist Church shall be the Pastor, **Chairman of the Deacons, Vice-Chairman of the Deacons and Secretary of the Deacons and Deacon Body.** The legal and fiscal officers of the Church shall be the President of the Trustees, Clerk, Treasurer, and Assistant Treasurer. ~~and Trustees.~~ The Church may elect other necessary **officers leaders,** if **needed, required,** whose number, manner of selection, terms of office, duties and compensation if any, shall be determined by the Church.

#### **Section 3. Church Committee, Definitions.**

**A Church Committees:** A group of individuals, except for the Committee on **Ministries Committees,** is nominated by the Committee on **Ministries Committees** and elected by the Church. A Church committee performs tasks that the entire Church membership acting as a whole could not perform with the same efficiency, dispatch and expertise.

Once created, a Church committee shall exist until dissolved by Church action. ~~There are three (3) types of Church committees, which are:~~

**1. Church Committees may consist of:**

- (a) **Rotating:** All Church committees **members** nominated and elected for a three (3) year term.
- (b) **Non-Rotating:** All committees **members** nominated and elected annually.
- (c) **Ad Hoc:** A committee created by Church action to carry out a specific assignment of limited duration. An Ad Hoc committee shall exist until it completes its assignment or the Church dissolves the committee. Its members ~~shall be elected to~~ serve for the life of the committee unless otherwise provided by Church action.

**2. Non-elected Committee Members:**

- (a) **Ex-Officio Church Committee Member:** A person holding a particular office or position who is a member of a committee solely by virtue of the office or position. ~~he or she holds.~~ An ex-officio member's membership automatically terminates when he or she vacates the office or position. The ex-officio member enjoys all privileges of other members. The Pastor is an ex-officio member of all **the** Church committees and at his discretion may or may not attend **or vote**. Ex-officio members may send a non-voting representative to committee meetings in their absence.
- (b) **Staff Advisors:** ~~That~~ **The** Staff persons assigned to a church committee to serve as a liaison between that committee and the Staff. The Staff Advisors, with the exception of the Pastor as ex-officio member, has no voting power unless otherwise stated in **the** individual committee policies. The Staff Advisor is available to aid the committee with information and discussion. Unless otherwise specified by church action, the Staff Advisor for each committee will be set forth in the **Personnel** Policy Handbook. **A copy of the Handbook will be kept with a copy of the Constitution and Bylaws.**

~~6. Guidelines and procedures will be listed in the Policy Handbook to be kept with a copy of the Constitution and Bylaws.~~

- (c) **Consultant: An individual who is assigned to a church committee by the Pastor, the Committee on Ministries or officers of the Trustees. His or her sole purpose is to give insight or expertise to the function of the committee for a determined period of time. A consultant has no voting privileges.**

#### **Section 4. Guiding Principles for Church Committees.**

- I. Church Committee Membership:
- A. The Committee on **Committees Ministries** shall recommend the number of persons nominated for any committee.
  - B. Members of each committee shall be active and faithful church members and shall reflect their commitment to the Lordship of Jesus Christ in their daily affairs.
  - C. No member of a rotating committee shall serve for more than three (3) consecutive years on a particular committee. After serving a maximum of three (3) consecutive years on a committee, that person is not eligible for re-election to the same committee for a period of one (1) year. However, upon recommendation of the Committee on **Committees Ministries**, this re-election provision may be suspended by church action.
- II. Committee Actions:
- ~~1. All Church committees shall present a detailed written report to the Committee on Committees at least annually, summarizing their activities for the past year as well as their plans for the coming year. This report should include any recommended changes in the committee membership or authority.~~
  - A. ~~2~~ The Church limits the authority of every committee to its written responsibilities and budget, within available funds.
  - B. ~~3~~ Any church member may submit a written request to the appropriate church committee for action. The committee shall respond to the church member's request within a reasonable time.
  - C. ~~4~~ Church funded committees shall prepare and submit annual budget recommendations for their ministries to the **Finance Budget Planning** Committee.

III. Committee Officers:

- A. **In October, the** Chairman of the Committee on ~~Committees~~ **Ministries** shall be nominated by the Deacon Officers, in consultation with the **Senior** Pastor, and approved by the **Ministry** Deacon **Team Leaders**.

~~1. The Chairmen of other Church committees shall be nominated by the Committee on Committees and elected by the Church.~~

- B. No person shall serve as Chairman of more than one rotating committee at a time nor shall a person serve on more than one church committee except where serving by virtue of their elected position (i.e. – Deacon Chairman, Trustee President, and Chairman of Committee on **Ministries** ~~Committees~~, etc.)
- C. Each church committee will ~~at its first organizational meeting~~, elect from its membership a ~~Vice-Chairman~~ **Secretary**, and ~~any~~ other ~~required officer~~ **officers if needed. The term of office shall be to serve for a period of one year. The Chairman of the Committee on **Ministries** ~~Committees~~ shall be notified of the office held by individual committee members.**

IV. Committee Formation and Responsibilities:

- A. The Committee on **Ministries** ~~Committees~~ shall provide each committee with a written, clearly defined list of responsibilities. This list of responsibilities shall be reviewed annually, updated, and approved by the church as needed. Any church member may submit a written request for formation of a new committee to the Committee on **Ministries** ~~Committees~~ for consideration.

**Section 5: Guiding Principles For Committee on Ministries:**

**E I.** Committee on **Ministries: Committees**

A. **GENERAL:**

1. The Committee on **Ministries** ~~Committees~~ shall consist of six (6) members nominated by the ~~Ministry~~ Deacon Officers, in consultation with the **Senior** Pastor,

approved by the ~~Ministry~~ Deacon **Team Leaders** and elected by the Church, and serve three-year terms with one-third (~~1/3~~) of the membership being replaced each year. ~~✝~~

**B. RESPONSIBILITIES:**

1. Prior to January 1<sup>st</sup>, the Committee on ~~Committees~~ **Ministries** shall nominate replacements for approximately one-third (1/3) of the membership of each church committee ~~each year~~ and present the nominees to the Church for election. ~~at the Annual Business Meeting of the Church.~~ Nominees for any other committee vacancies shall be nominated by the Committee on ~~Committees~~ **Ministries** as soon as possible after a vacancy occurs. ~~and~~ **The nominees** shall be presented to the Church for election at any regular or called business meeting. The Committee on ~~Committee~~ **Ministries** shall also nominate replacements for any committee member who has not been able to actively participate, ~~on a committee to which he was elected~~ even if ~~his~~ **the** three year term has not been completed.
2. Make annual review of the functions and responsibilities of church committees and recommend to the Church any needed changes.
3. Work in conjunction with the Support Staff in monitoring the changing needs of the Church and recommending the creation or elimination of church committees as needed.
4. Seek out comments and recommendations pertaining to their work from the Church congregation, the Support Staff, and the current church committee Chairmen before beginning their process of filling church committee vacancies.
5. The Committee on **Ministries** ~~Committees~~ shall present its recommendation at the **fall quarterly church business meeting.** ~~the Annual Church Business Meeting.~~
6. Shall acquaint each church committee, in writing, with its duties.
7. Work closely with **the Senior Pastor** ~~their Staff Advisor~~ for advice and suggestions.
- 8. Work closely with the Minister of Education in nominating the following positions: ~~The~~**

~~Staff Advisor shall be the Pastor.~~

**~~1. GENERAL:~~**

~~The Nominating Committee shall consist of up to twelve (12) Church members nominated by the Associate Pastor of Education. One Church member from each Sunday School age division shall be elected. The Associate Pastor of Education shall be a member of this committee and serve as Chairman and Staff Advisor.~~

~~2. RESPONSIBILITIES:~~

~~The Nominating Committee shall nominate all Sunday School leadership and all Church Officers listed below and certain other Church representatives. All will be elected to serve a one year term. Individuals may serve more than one term. This list may be added to, or deleted from, at the discretion of the Nominating Committee.~~

- a) Carey Baptist Association Executive Board **Member**
- ~~b) Women on Mission Director~~
- e) **Church Clerk**
- ~~d) Assistant Church Clerk~~
- b) Treasurer
- c) Assistant Treasurer
- d) **Library Media** Services Director
- e) Heritage / Historian Director
- f) **Ladies' Women's** Ministry Director
- g) ~~Christian Life Ministries Director~~

**ARTICLE IV – SENIOR PASTOR**

**Section 1. Selection and Call.**

When a vacancy occurs, a **Senior** Pastor Search Committee shall be elected to seek God's will in recommending **a Pastor an individual** who meets the biblical qualifications of I Timothy. The following process shall be followed:

- I. The ~~Ministry~~-Deacon Officers plus one (1) ~~Ministry~~ Deacon **Team Leader and one (1) ~~Serving~~-Deacon of their choosing**, shall **secure written nominations from the Church body** for **be expedient in nominating five (5) nine (9) active adult church members of different ages and gender people** to serve **as on** the **Senior** Pastor Search **Nominating** Committee. **Nominees shall then be voted on by the Church.** **The Chairman of this committee will be designated by the Deacon Officers. This committee shall be voted on by the Church.****
- ~~2. The Senior Pastor Search Nominating Committee shall accept written nominations from the Church membership to serve on the Senior Pastor Search Committee. From the list of nominations, the committee shall select seven (7) no more than six (6) members to serve on the Senior Pastor Search Committee, one of which shall be designated by this committee to serve as Chairman. This committee shall be voted on by the Church.~~
- II.** After ~~election by the~~ church **approval**, the **Senior** Pastor Search Committee shall be **prayerfully** empowered and with the guidance of the Holy Spirit, to seek out and recommend to the Church a prospective **Senior** Pastor. The Church shall be informed as to the progress of the **Senior** Pastor Search Committee through monthly reports. The committee shall recommend only one prospect at a time to the Church.
- III. ~~Written notice~~ Notification** shall be given to the Church two (2) weeks before ~~calling a~~ **the prospective Senior Pastor preaches in view of a call. On the day the prospective Senior Pastor preaches**, a Called Business meeting **shall be held** that **same evening to discuss and vote.** **The Moderator shall be the Chairman of the Deacons. on the prospective Senior Pastor.** ~~shall be held at a convenient time after the Pastoral candidate has preached in view of a call. The prospective Pastor will then be voted on by secret ballot~~
- IV.** A **ballot written vote will be taken.** An affirmative vote of at least eighty-five percent (85%) of those members present shall be required to call a **Senior** Pastor. Only one vote per member shall be tabulated. No proxy votes will be allowed.

- V. After a call has been extended and accepted, the **Senior** Pastor Search Committee shall assist the new **Senior** Pastor in making the transition to the Church. After that time, the duties of the **Senior** Pastor Search Committee shall cease.

### Section 2. Duties.

The **Senior** Pastor is responsible:

- I. For the proclamation of the Gospel, to teach Biblical Revelation,
- II. To provide administrative leadership in all areas of church life,
- III. To act as the Chief Administrator of the paid Staff,
- IV. To lead Trinity Baptist Church to grow and develop in Christian maturity and participation in Christian ministries, ~~and~~
- V. To engage in Pastoral Care ministries.

Special duties of the **Senior** Pastor of Trinity Baptist Church are outlined in order of priority in the Church's Personnel ~~Manual~~ **Policy Handbook**

### Section 3. Resignation.

The **Senior** Pastor shall serve for an indefinite period of time. The relationship between the **Senior** Pastor and the Church may be dissolved by his resignation by giving at least two (2) weeks' notice.

### Section 4. Involuntary Termination:

With the concurrence of the Personnel Committee and the Deacons, the Deacons may recommend to the Church the involuntary termination of the **Senior** Pastor. **A Special Called Business Meeting majority vote of resident members present and voting at a Special Called Business Meeting** will be required for ~~dismissal.~~ **termination. Such meeting shall require a two (2) weeks' notification to the Church body. A quorum of twenty-five (25%) percent of the resident membership shall be required. The vote shall be by written secret ballot. Such a meeting shall require a two-week publicized notice before convening.** The Moderator shall be the Chairman of Deacons. **The current issue of Robert's Rules of Order shall be followed. No less than 250 resident members shall constitute a quorum. The vote shall be taken by written ballot. There shall be no proxy voting.** The Personnel Committee shall be authorized to determine a severance package. ~~for the terminated Pastor.~~

## ARTICLE V – DEACONS

### Section 1. Qualifications.

Deacons shall consist of ordained men who meet the scriptural qualifications found in I Timothy 3:1-12. Furthermore, they should be expected to portray a healthy Christian lifestyle including service to ~~their~~ **the** Church, faithfulness in financial stewardship, and demonstrable integrity.

Furthermore, the Deacon Body shall be comprised of three general groups: ~~Ministry~~ Deacon **Team Leaders**, Serving Deacons and Reserve Deacons.

General qualifications for the men who may serve as Deacons are as follows:

1. Must be at least 25 years of age
2. Must have been a member of Trinity for at least one year
3. Must sign and adhere to the Deacon Covenant (a copy will be available in the Church office).

### Section 2. Number.

The Deacon Body shall annually determine the number of Deacons needed to effectively minister to the Church family.

### Section 3. Service.

Ten (10) Deacons shall ~~be selected~~ serve ~~by the~~ **as** Deacon ~~Officers, Team Leaders in~~ ~~consultation with the Pastor, to serve as Ministry Deacons on~~ **for** a rotating term of two (2) years. ~~Of the initial ten (10) Deacons Five will be selected to serve as Ministry Deacons, five (5) shall rotate off each year after completing their 2<sup>nd</sup> year term. after the first year. The remaining five (5) shall serve two full years. At the end of the first~~ **Each** year, five (5) new ~~Ministry~~-Deacon **Team Leaders** shall be selected by the Deacon Officers, in consultation with the **Senior** Pastor, from the Deacon Body to replace those who have **completed their two-year service.** ~~rotated off. after a one-year term.~~ All other Deacons will be classified as Serving Deacons or Reserve Deacons. Serving Deacons will be assigned by the Deacon Officers to a team **of their service area.** ~~with other Serving Deacons.~~ One ~~Ministry~~-Deacon **Team Leader** will be assigned to lead each team of Serving Deacons. ~~Each week, one team of Deacons shall be on call and be responsible for the weekly ministries as determined annually by the Deacon Body.~~ All Deacons will be responsible for assisting in the serving of The Lord's Supper.

#### Section 4. Officers.

The **Deacon** Officers shall be the Chairman, Vice-Chairman, and Secretary. They shall be elected annually by the Deacon Body. The Officers shall be selected from the **Ministry Deacon Team Leaders and Serving Deacons**. Current Deacon Officers, in consultation with the **Senior** Pastor, shall annually survey **Ministry Deacon Team Leaders** for recommendations for new Deacon Officers.

#### Section 5. Election.

Annually, the Deacon Nominating Committee **selected by the Deacon Officers** will survey all **Ministry, Serving and Reserve** Deacons for accountability and willingness for service.

By September 1<sup>st</sup> of each year, the Deacon Nominating Committee shall recommend to the Church qualified men to serve as Deacons.

The **Deacon Nominating** Committee, in consultation with the **Senior** Pastor, will also canvass the Church for new Deacon nominees, review those names, and bring a recommendation to the Church for approval. It shall be the responsibility of the Deacon Nominating Committee to determine the scriptural qualifications, accountability and willingness for service of those nominated.

It shall be the responsibility of the Deacon Nominating Committee to coordinate the approval **election** and ordination with the Church calendar. This process shall be completed by December 31<sup>st</sup>. Following **the approval, election**, the Church will proceed to ordain those **approved elected** who have not been previously ordained.

#### Section 6. Resignation, Removal, and Vacancies.

A Deacon may resign at any time by giving written notice to the Deacon Chairman. Resignation shall take effect at the time specified in the notice. A Deacon may be removed from active status by the majority vote of the **remaining Ministry and Serving** Deacons for failure to perform accepted responsibilities of the Deacon Covenant or for failure to participate in the duties that **have has** been assigned to **them him and his team**. **during the week they his team are was on call**. Any Deacon who resigns or is removed shall be classified as a Reserve Deacon. Unless the Church directs otherwise, any vacancies caused by resignation or removal shall be filled. **as soon as practicable**.

### Section 7. Duties.

The Deacons shall support the **Senior** Pastor **in the discharging of his duties concerning the spiritual and doctrinal matters of the Church.** ~~and shall support the Pastor in the discharge of his duties. The Ministry Deacons shall counsel with support the Pastor in the direction of the ministries of the Church. and shall recommend policies, as needed. Any recommended policy shall be subject to ratification of the Church in business session.~~

### Section 8. Meetings.

Regular meetings of the ~~Ministry~~ Deacon **Team Leaders** shall be held monthly. Special meetings may be held ~~as often as necessary and at special times as may be desirable,~~ when called by the **Senior** Pastor, Chairman or Vice-Chairman of Deacons. Any special called meetings shall have a ten (10) day notice. All Deacons will meet every other month ~~Quarterly meetings of all Deacons shall be held~~ for the purpose of **prayer**, information, inspiration and education.

## ARTICLE VI - MINISTERIAL STAFF

### Section 1. Selection and Call.

~~The Church when necessary, shall create salaried positions on the Support Staff for the efficient operation of its total program.~~ When a vacancy or need for additional ministers occurs, the **Senior** Pastor ~~shall be~~ **is** empowered by the Church to seek God's will in recommending a qualified individual. The Personnel Committee shall work in consultation with the **Senior** Pastor, to receive recommendations, screen, and interview prospective Staff members.

The prospective Staff member shall be invited to the Church for consultation with other Staff and leaders of the appropriate church ministry. If the prospective Staff member is agreeable, he/she shall then be presented to the congregation **by the Personnel Committee** for consideration. An affirmative vote of the majority of those members present and voting at a **regular or** called business meeting shall be required to call any Ministerial Staff.

### Section 2. Duties.

All full-time Ministerial Staff shall work **with** the duties described in the Church's Personnel **Policy Handbook. Manual.**

~~They shall portray a healthy Christian lifestyle including service to their Church, faithfulness in financial stewardship and demonstrable integrity.~~

### Section 3. Resignation.

The Ministerial Staff member shall serve for an indefinite period of time. The relationship between the Staff member and the Church may be dissolved by his/her resignation by giving at least two (2) weeks' notice.

### 4. Involuntary Termination.

When the **Senior** Pastor and Personnel Committee determine there has been ~~habitual~~ unsatisfactory job performance, ~~and/or~~ inappropriate actions not befitting a Ministerial Staff member, **and/or other extenuating circumstances**, the Personnel Committee may relieve the Staff member of his/her duties.

The Staff **member's** severance package shall be determined by the Personnel Committee. Upon extenuating circumstances, the **Senior** Pastor and the Personnel Committee Chairman may suspend a Ministerial Staff member (with or without pay) until a Personnel Committee decision can be reached.

## ARTICLE VII – ADDITIONAL SUPPORT STAFF

### Section 1. Support Staff.

**All matters concerning Support Staff of Trinity Baptist Church are addressed in the Personnel Policy Handbook as administered by the Personnel Committee.**

~~The additional Support Staff shall include part-time ministerial staff, full-time supervisory staff, office personnel, nursery, maintenance, custodial, and all other employees of the Church. The Church, as required shall create salaried positions for the efficient operation of its total program.~~

### Section 2. Duties.

~~All additional Support Staff shall work within the duties described in the Church's Personnel Manual.~~

### Section 3. Selection.

~~Members of the additional Support Staff shall be selected by the Ministerial Staff. The Ministerial Staff shall report hiring, termination, or retirements to the Personnel Committee.~~

### Section 4. Resignation.

~~The relationship between additional Support Staff and the Church may be dissolved by either party by giving two (2) weeks notice or such terms as may be mutually acceptable.~~

~~Section 5. Involuntary Termination.~~

~~A supervisor or a full time minister may suspend/relieve any additional Support Staff of his/her duties. Upon extenuating circumstances, the appropriate supervisor may suspend any additional Support Staff member (with or without) pay until a Personnel Committee decision, if necessary, can be reached.~~

**ARTICLE VIII – CHURCH CLERK AND ASSISTANT CHURCH CLERK**

**Section 1. Election and Term of Office.**

~~The Pastor's Executive Secretary shall serve as the Church Clerk.~~ Upon the recommendation of the Committee on Ministries, the Church shall elect annually the Church Clerk and an Assistant Church Clerk. ~~which shall be affirmed by a vote of the Church~~

**Section 2. Duties.**

The Church Clerk shall keep a correct record of all business proceedings of the Church and shall have general supervision of the Church roll and shall keep or cause to be kept a correct record of names and addresses of church members. The Clerk shall issue and attest all letters of dismissal, recommendation and transfer, or cause same to be done, and shall prepare, or cause to be prepared, the annual Carey Association Church letter. The Church Clerk shall give ~~legal~~ notice of all meetings as and when such notice is required by these Bylaws. In the absence of the Church Clerk, the Assistant Church Clerk shall assume this duty. In the absence of both the Church Clerk and the Assistant Church Clerk, a temporary Clerk shall be appointed by the Moderator. The Church Clerk shall have the authority to co-sign checks with the Treasurer or Assistant Treasurer.

**ARTICLE IX – TREASURER**

**Section 1. Election and Term of Office.**

**Upon recommendation of the Committee on Ministries,** the Church shall elect annually a Treasurer and Assistant Treasurer. These officers may not serve for more than three (3) **consecutive** years ~~consecutively.~~

### Section 2. Duties.

~~The Treasurer shall keep the monies of the Church and pay out same in accordance with the instructions of the Church.~~ With the exception of ~~petty cash~~, **a designated amount set by the Finance Committee**, all **other** checks shall be signed by the Treasurer or Assistant Treasurer and will require a **designated** co-signer. ~~The Treasurer shall substantiate all receipts and expenditures to the Finance Committee.~~ The Treasurer shall be a member of the Finance Committee.

## ARTICLE X – CHURCH ORGANIZATIONS

Church organizations are those, which the Church or a ministry (i.e. Preschool, Children, **Youth**, **Student**, Activities, etc.) of the Church) may initiate or specifically approve.

No individual, or group of individuals, shall institute, organize, or form any other organization without prior approval, by vote of the Church.

## ARTICLE XI - GOVERNMENT

### Section 1. Election of Messengers.

At any regular **or called business meeting** ~~worship, business, or special service~~, the Church may select messengers to any association or convention meeting. Potential messengers should volunteer their availability to the Church Clerk with sufficient notice. The Church after taking a position, has the authority to ~~exercise the right to~~ instruct all messengers how to vote regarding that position. **All messengers must agree to vote according to the Church's position.**

### Section 2. Motions.

All motions to be presented from committees, Deacon Body, other church organizations or church members shall be brought to the Church Clerk at least forty-eight (48) hours in advance of **a** church business conference. Any motion not on the agenda shall be brought directly to an appropriate committee. If necessary, the committee may refer the matter to **the Trustees** ~~Ministry Deacons~~, before being considered in church conference.

If a motion has been declined by an appropriate committee or **Trustees'** ~~Ministry Deacons'~~ action, the committee or individual may request a ~~consultation meeting~~ with the appropriate committee **or the Trustees** for reconsideration.

### **Section 3. Quorum.**

Unless otherwise provided in these Bylaws, a quorum of any committee **or** organization ~~or duly constituted body~~ of the Church for the transaction of business, shall consist of a majority of the total members of any such committee **or** organization ~~or duly constituted body~~ of the Church.

**Unless otherwise provided in these bylaws,** the members of the Church who attend any business meeting, whether quarterly, annual or ~~special,~~ **called,** shall constitute a quorum, with full authority to act on behalf of the Church, without regard to the proportion this number may be to the total registered membership.

### **Section 4. Voting.**

Unless otherwise provided in these Bylaws, all actions by the Church shall be by affirmative vote of a majority of the Church members ~~then~~ present and voting at any meeting provided by Article II, and all actions by any committee **or** organizations ~~or duly constituted body~~ of the Church shall be by affirmative vote of a majority of the total number of members of such committee or organization. Unless otherwise specified, the affirmative vote of the Church shall be a simple majority of members present and voting at any regular church business ~~conference meeting.~~

### **Section 5. Minutes and Filing.**

Every committee **or** organization, ~~or duly constituted body~~ of the Church shall keep its own minutes of all meetings.

### **Section 6. Rules of Order.**

All proceedings of the Church, any committee or organization thereof, shall be conducted in conformity with the usual parliamentary procedure as set forth in **the current edition of** Robert's Rules of Order Newly Revised, unless inconsistent with the rules laid down herein.

## **ARTICLE XII - TRUSTEES**

### **Section 1. Composition, Number and Qualifications.**

The Board of Trustees of Trinity Baptist Church is the legal agent of the Church, representing the Church in all matters concerning property and legal rights. ~~and making recommendations to the Church for approval.~~

The Trustees shall be comprised of **at least** eighteen (18) **church** members. Trustees shall exhibit strong personal financial commitment to the Church and awareness of church ministries and opportunities.

### **Section 2. Term of Office.**

All members of the Trustees shall serve for a rotating term of three (3) years commencing on January 1<sup>st</sup>. They shall be ineligible for re-election for a period of one (1) year **unless fulfilling an unexpired term of another Trustee.** The terms of one-third (1/3) of the elected members of the Trustees shall expire each year.

### **Section 3. Election.**

At each Annual Church Conference of the Church, the Committee on **Ministries Committees** shall submit a list of qualified nominees to replace the members of the Trustees whose terms expire that year or whose offices remain vacant from the preceding year. At such meeting, the Church shall elect the appropriate number of Trustees to fill the open offices. The terms of the newly-elected Trustees shall commence at the beginning of the fiscal year **unless fulfilling a Trustee vacancy, at which time they will begin immediately.**

### **Section 4. Resignation, Removal and Vacancies.**

- I.** A Trustee may resign at any time by giving written notice to the Board of Trustees. Resignation shall take effect at the time specified in the notice.
- II.** A Trustee shall be removed from office upon:
  - A.** Cessation of membership in the Church. ~~A Trustee may be dismissed from office~~
  - B.** By the majority vote of the remaining Trustees after three (3) consecutive unexcused absences,
  - C.** For having five (5) unexcused absences a year or for.
  - D.** Failure to maintain the qualifications for membership on the Trustees.
- III.** The Trustee officers will be responsible for monitoring and satisfying attendance requirements. Unless the Church directs otherwise, any vacancies on the Trustees caused by resignation or removal shall be filled **as soon as feasible. practicable.**

### **Section 5. Meetings.**

Regular meetings of the Trustees shall be held ~~monthly.~~ **at least quarterly.** Notice shall be required for all meetings. Special meetings of the Trustees may be held when called by the President, **in consultation with the Senior** Pastor. The person calling a special meeting shall give **electronic or written** notice to all of the Trustees ~~as to~~ **of** the time, place, and purpose of the special meeting. Business transacted at a special meeting shall be confined to the purposes for which the meeting was called.

### **Section 6. Quorum.**

The presence of a majority of the Trustees shall constitute a quorum for conducting business. ~~and~~ Any **question business** coming before the Trustees shall be determined by a majority vote of those present and voting.

### **Section 7. Officers.**

The officers of the Trustees shall be the President, Vice President and Secretary. The officers shall be elected by the Trustees from among its membership and shall serve for a one (1) year term or until their successors are duly elected.

~~Two (2) months prior to the beginning of the fiscal year, a Trustee Nominating Committee of not less than three (3) Trustees shall be elected by the Board of Trustees.~~

~~One (1)~~ **The** month prior to the beginning of the fiscal year, the Trustee ~~Nominating Committee~~ **Officers, in consultation with the Senior Pastor, shall submit a slate list** of nominees for officers to be elected.

The officers of the Trustees, in consultation with the **Senior** Pastor, shall appoint Trustees to serve on the following committees: Finance, ~~Auditing,~~ Building and Grounds, ~~Insurance, Long-Range Planning~~ **Benevolence** and others as deemed necessary.

It is understood that the Trustees will approve the work of these committees. ~~The officers of the Trustees, in consultation with the Pastor, shall appoint the Staff Supervisor of the Child Protection Policies.~~

**Section 8: Trustee Committees.**

**Finance Committee**

- I. The Finance Committee is charged with the responsibility of meeting monthly with the **Associate Pastor of Administration**, Financial Assistant and Church Treasurer for a report on the financial position of the Church and preparing and distributing to the Trustees, a monthly financial statement for their approval, and a quarterly statement to the Church for approval.
- II. This committee shall be comprised of a minimum of five (5) members, the President of the Trustees and the Church Treasurer. All members of this committee shall be voting members.
- III. Deviations from the budget must be approved by the **Trustees Finance Committee**.
- IV. The Finance Committee, ~~the President of the Trustees and the Church Treasurer~~ **in consultation with the Associate Pastor of Administration and other staff ministers** shall **plan and present an annual budget to the Church. serve as the Budget Planning Committee.**

**Insurance Committee**

- ~~1. This committee shall study the insurance needs of the Church and recommend types and amounts of insurance that the Church should carry.~~
- ~~2. A review of coverage is to be conducted on an annual basis with a report to the Trustees.~~
- ~~3. When changes are considered, at least two bids are to be taken.~~
- ~~4. A checklist of insurance is to be developed, updated and maintained on an annual basis.~~
- ~~5. This committee shall receive the annual report of the Child Protection Staff Supervisor and report this to the Trustees.~~

**Long Range Planning Committee**

- ~~1. The Long Range Planning Committee shall have the responsibility of assessing the future needs of the Church and making recommendations to the Church based on their findings.~~
- ~~2. It shall study and recommend purchase or construction of any additional property, building, and facilities.~~

**Building and Grounds Committee**

This committee **will work in conjunction to support the Facilities Manager who** is responsible for maintenance, repair, and upkeep of all church-owned property real and movable.

- a) ~~It is responsible for keeping all utilities and equipment operating properly and will work with the Building Superintendent to this end.~~
- b) ~~This committee is responsible for the condition and appearance of Church grounds and parking lots.~~
- 1. ~~The Building and Grounds Committee will supervise the purchase of all non-budgeted equipment for the Church and, when necessary, will secure the lowest price or bid possible.~~

**Auditing Committee**

- 1. ~~The Auditing Committee is responsible for auditing the financial books of the Church each year and reporting to the Trustees no later than June 30.~~
- 2. ~~It will recommend accounting procedures to the Church Treasurer and/or Financial Assistant.~~
- 3. ~~It will report to the Trustees recommendations based on the audit.~~
- 4. ~~The Auditing Committee will be responsible for updating records on an annual basis and for reporting this information to the Trust~~

**Benevolence Committee**

**The Benevolence Committee, in consultation with the Staff Advisor, is responsible for administering funds and resources they deem in need.**

**ARTICLE XIII – FISCAL POLICY**

**Section 1. Fiscal Year.**

For fiscal purposes, the Church year shall be from January 1 through December 31.

**Section 2. Tithes and Offerings.**

The tithes and offerings are hereby affirmed and adopted as the scriptural mode of financing the Church and its programs. The procedure for handling of funds shall be under the **stewardship of the Associate Pastor of Administration and Chairman of** the Finance Committee. ~~and the Treasurer.~~

### Section 3. Gifts and Disbursements.

The financial needs of the Church, including all organizations **and committees or duly constituted bodies thereof and causes fostered by it,** shall be supported by voluntary free-will gifts. All such gifts shall be paid into the Church treasury. **and- All** disbursements from the Church treasury shall be made only in accordance with authorized procedures of the Church.

### Section 4. Budget.

The Church shall be managed according to a budget adopted by the Church.

### Section 5. Limitations.

No major debt **commitment, or other non-budgeted obligation** shall be incurred without specific prior approval of the Finance Committee, the Trustees, and the Church.

### Section 6. Non-Budgeted Matters.

With the exceptions of trips, class funds and fees, any proposal for collecting special funds by the Church, **or** any organization, **committee or group or duly constituted body thereof for disbursement for a non-budgeted cause,** shall require **specific** prior approval by the Finance Committee. **and the Trustees** **The exception being** in the case of church-wide revivals, missionary or other similar offerings.

### Section 7. Salaries.

**The All** salaries of all compensated personnel of the Church shall be **recommended presented** annually by the Personnel Committee to the **Budget-Planning Finance** Committee **for budgeting purposes. for approval.**

### Section 8. Inspection of Records.

All books, records, and accounts of the Church shall be open to the Finance Committee. All pledge cards or payments by any person to the Church, either on pledges or otherwise, shall be kept strictly confidential, and shall be open to inspection only by **the- an auditing firm, Committee and the Associate Pastor of Administration or** the Financial Assistant. Specific information concerning accounts of the Church shall be available to any member of the Church through the **Associate Pastor of Administration** or Finance Committee. **upon request.**

**Section 9. Annual Audit.**

~~The Audit Committee of the Trustees shall conduct an audit annually of the financial records of the Church with the cooperation of the Financial Assistant.~~ **An annual audit shall be done by an outside auditing firm selected by the Associate Pastor of Administration and approved by the Finance Committee.**

**ARTICLE XIV – COOPERATION**

**Section 1. Scope.**

Trinity Baptist Church shall cooperate voluntarily with other Southern Baptist Churches through conventions, associations, and other efforts devoted to the propagation of the Gospel.

**Section 2. Method.**

Such cooperation may be manifested by:

- I. Contribution of money
- II. Electing and sending messengers to meetings of the groups
- III. Providing leadership, services and facilities
- IV. Considering and/or accepting recommendations or actions taken by any such convention, association, or organization

**Section 3. Sovereignty.**

Trinity Baptist Church may cooperate with other Churches, denominations, and institutions in the promotion of moral, benevolent, and religious causes. In such cooperation, however, this Church shall retain its full independence of action and government and shall not compromise any of its doctrine or surrender any of its prerogatives, power or sovereignty. Nor shall the Church or any of its ministers, officers, or employees be liable for the acts and omissions of other churches, denominations, or institutions with which cooperative effort is made.

**Section 4. Priority.**

The purpose of the Church and its regular worship and special religious services shall take precedence over any and all meetings, programs and the like of any Church organization ~~or duly constituted body thereof~~, either on or off the church premises. ~~unless~~

By church action or common consent, if it is deemed desirable, **the Church** may join with other churches or organizations in endeavors of **a** common interest.

## ARTICLE XV

### LICENSING AND ORDAINING TO THE GOSPEL MINISTRY

#### Section 1. Licensing.

~~Any member of the Church who gives evidence of being called of God to the work of the ministry may, after an examination by the Pastor, the Deacon Officers, and a recommendation by the Ministry Deacons, and by a vote of the majority of the members present and voting at any business meeting, be licensed by the Church to the Gospel ministry.~~ **For the purpose of licensing a church member, a recommendation from the Senior Pastor and Deacon Team Leaders will be presented to the Deacon body. After an affirmative vote of the majority of the members present at a Deacon's meeting, a license will be granted.**

#### Section 2. Ordination.

~~When a Southern Baptist Church shall call to the Gospel ministry as one of its Staff, a member or former member of this Church who possesses scriptural qualifications for ordination to the work of the Gospel ministry, and shall request in writing that he be ordained, this Church, upon the recommendation by the Ministry Deacons, shall consider such request.~~

On recommendation by the Senior Pastor and **Ministry Deacon Team Leaders**, **this the** Church **also** shall consider any request for ordination by any member or former member **of the Staff** of **the this** Church who possesses scriptural qualifications for ordination to the work of the Gospel ministry.

If the Church, by a vote of the majority of the members present **and voting** at a regular business meeting, approves any such request, the **Senior** Pastor shall ~~assemble an ordaining council of ordained ministers of the Gospel of Southern Baptist Churches and Deacons, all of whom shall participate in the ceremony of ordaining such person to the Gospel ministry in the name of and in the presence of the Church.~~ **coordinate the ordination ceremony of such person to the Gospel Ministry.**

## ARTICLE XVI – ORDINANCES

### ~~Section 1. Designated.~~

The ordinances of the Church, as set forth in the Holy Scriptures, are Baptism and the Lord's Supper.

### Section 1. ~~2.~~ Baptism.

The ordinance of Baptism shall be by immersion in water of the professed believer in obedience to the command of Christ.

### Section 2. ~~3.~~ The Lord's Supper.

The ordinance of the Lord's Supper shall be observed in accordance with the dictates of I Corinthians 11 at a regular worship service at least once each quarter or at such other time and place as the **Senior** Pastor or ~~Ministry~~-Deacon **Team Leaders** may sanction. ~~An ordained minister~~ **The procedure for each Lord's Supper shall be dictated by presiding minister** or a Deacon. ~~shall preside at the table and shall be assisted in the preparation of the Lord's Supper by the Lord's Supper Committee. Deacons shall serve the Lord's Supper.~~ No unsanctioned Lord's Supper shall be held **at Trinity Baptist Church. without prior Church approval.**

*The following was originally presented to and accepted by the Trustees on September 21, 2014 and adopted into the Bylaws by the Church in a Called Business Meeting on October 22, 2014.*

## ARTICLE XVII – THE FAMILY

### RESOLUTION

~~Upon motion duly made, seconded and adopted, it was, RESOLVED THAT: the By-Laws of Trinity Baptist Church of Lake Charles, Louisiana, be amended to clearly state its doctrinal beliefs on marriage and sexuality. Those beliefs shall be stated in its by-laws as follows:~~

#### Section 1. Marriage and Sexuality.

"We believe that the term 'marriage' has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.

"We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other. We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

"We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one's sex, or disagreement with one's biological sex, is sinful and offensive to God.

"We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.

"We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.

"We believe that every person must be afforded compassion, love, kindness, respect, and dignity. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accordance with scripture nor the doctrines of the church.

*The following was originally presented to and accepted by the Trustees on September 21, 2014 and adopted into the Bylaws by the Church in a Called Business Meeting on October 22, 2014.*

### RESOLUTION

~~Upon motion duly made, seconded and adopted, it was, RESOLVED THAT: the by-laws of this corporation be amended to prohibit certain actions based upon the church's religious beliefs as asserted in its Statement on Marriage and Sexuality. All individuals, regardless of sexual orientation, are welcomed to worship at Trinity Baptist Church of Lake Charles. The prohibited activities are as follows:~~

#### Section 2. Facilities Usage.

1. All facilities belonging to Trinity Baptist Church of Lake Charles, Louisiana shall not be used by or for any activity or conduct that promotes or exhibits non-heterosexual or transgender activities or encourages or promotes same.
2. No application or request shall be granted for the use of church facilities or grounds for any activity which presents a non-heterosexual or transgender lifestyle or involves non-heterosexual or transgender individuals who present such lifestyle.
3. No clergy or individuals acting in the capacity of a clergy shall be allowed to officiate, conduct, direct or to be involved in any wedding or activities involving non-heterosexuals in the facilities or on the grounds of Trinity Baptist Church of Lake Charles, Louisiana.

### ARTICLE XVIII - AMENDMENTS

#### Section 1. Method.

The procedure for amending the Bylaws will be the same as for amending the Constitution.

