



LIBERTY BAPTIST CHURCH

Constitution and By-laws



MARCH 27, 2022

Constitution

I. Name

This body shall be known as the Liberty Baptist Church of Bridge City, Texas.

II. Covenant

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now, in the presence of God, and this assembly, most solemnly and joyfully enter the covenant with one another as one body in Christ.

We engage, therefore, by the power of the Holy Spirit to walk together in Christian love; to strive for the advancement of this church, in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, discipline, and the doctrines; to contribute cheerfully and regularly to the support of the ministry, the expenses of the church, the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and private devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our behavior pursuing holiness and resisting the desires of the flesh; to abstain from any involvement in any procedure that would threaten the sanctity of human life; to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will, as soon as possible, unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word.

III. Purpose

The church, identified as Liberty Baptist Church, is a body of baptized believers who profess a living faith. This faith is rooted and grounded in Jesus Christ. Therefore, the sole authority for faith and practice among Baptists is Jesus Christ whose will is revealed in the Holy Scriptures. It is the purpose of these Articles of Faith to set forth certain teachings which we believe.

Liberty Baptist Church of Bridge City, believing in the Bible as the inspired Word of God, as the sole authority for our faith and practice, acknowledging its commitment to all the teachings of Jesus Christ, declares to constitute, establish, and maintain a church for the promotion and advancement of:

- A. The evangelization of the lost in the area and throughout the world
- B. A love for worshipping and praising God
- C. The preaching and teaching of the Word of God
- D. Express our love of God by making, nurturing and equipping Disciples of Jesus Christ
- E. Observance of the Christian ordinances
- F. The study of Christian principles and practice of the Christian life as revealed and taught in the New Testament.

IV. Articles of Faith

- A. **The Scriptures:** The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man. It is a perfect treasure of divine instruction. It has God for its author, salvation for its end, and truth, without any mixture of error, for its matter. Therefore, all Scripture is totally true and trustworthy. It reveals the principles by which God judges us, and therefore is, and will remain to the end of the world, the true center of Christian union, and the supreme standard by which all human conduct, creeds, and religious opinions should be tried. All Scripture is a testimony to Christ, who is Himself the focus of divine revelation.
- B. **God:** There is one and only one living and true God. He is an intelligent, spiritual, and personal Being, the Creator, Redeemer, Preserver, and Ruler of the universe. God is infinite in holiness and all other perfections. God is all powerful and all knowing; and His perfect knowledge extends to all things, past, present, and future, including the future decisions of His free creatures. To Him we owe the highest love, reverence, and obedience. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

1. **God the Father:** God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.
 2. **God the Son:** Christ is the eternal Son of God. In His incarnation as Jesus Christ, He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever-present Lord.
 3. **God the Holy Spirit:** The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Saviour and effects regeneration. At the moment of regeneration, He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.
- C. **Man:** Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherit a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in that God created man in His

own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

- D. Salvation:** Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Saviour, who by His own blood obtained eternal redemption for the believer. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification. There is no salvation apart from personal faith in Jesus Christ as Lord.
- 1. Regeneration,** or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ. Repentance and faith are inseparable experiences of grace. Repentance is a genuine turning from sin toward God. Faith is the acceptance of Jesus Christ and commitment of the entire personality to Him as Lord and Saviour.
 - 2. Justification** is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.
 - 3. Sanctification** is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.
 - 4. Glorification** is the culmination of salvation and is the final blessed and abiding state of the redeemed.
- E. God's Purpose of Grace:** Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. It is consistent with the free agency of man, and comprehends all the means in connection with the end. It is the glorious display of God's sovereign goodness, and is infinitely wise, holy, and unchangeable. It excludes boasting and promotes humility. All true believers endure to the end. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.
- F. The Church:** A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel; observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel

to the ends of the earth. Each congregation operates under the Lordship of Christ through democratic processes. In such a congregation each member is responsible and accountable to Christ as Lord. Its scriptural officers are pastors and deacons. While both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture. The New Testament speaks also of the church as the Body of Christ which includes all of the redeemed of all the ages, believers from every tribe, and tongue, and people, and nation.

- G. Baptism and the Lord's Supper:** Christian baptism is the immersion of a believer in water in the name of the Father, the Son, and the Holy Spirit. It is an act of obedience symbolizing the believer's faith in a crucified, buried, and risen Saviour, the believer's death to sin, the burial of the old life, and the resurrection to walk in newness of life in Christ Jesus. It is a testimony to his faith in the final resurrection of the dead. Being a church ordinance, it is prerequisite to the privileges of church membership and to the Lord's Supper. The Lord's Supper is a symbolic act of obedience whereby members of the church, through partaking of the bread and the fruit of the vine, memorialize the death of the Redeemer and anticipate His second coming.
- H. The Lord's Day:** The first day of the week is the Lord's Day. It is a Christian institution for regular observance. It commemorates the resurrection of Christ from the dead and should include exercises of worship and spiritual devotion, both public and private. Activities on the Lord's Day should be commensurate with the Christian's conscience under the Lordship of Jesus Christ.
- I. The Kingdom:** The Kingdom of God includes both His general sovereignty over the universe and His particular kingship over men who willfully acknowledge Him as King. Particularly the Kingdom is the realm of salvation into which men enter by trustful, childlike commitment to Jesus Christ. Christians ought to pray and to labor that the Kingdom may come and God's will be done on earth. The full consummation of the Kingdom awaits the return of Jesus Christ and the end of this age.
- J. Last Things:** God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

- K. Evangelism and Missions:** It is the duty and privilege of every follower of Christ and of every church of the Lord Jesus Christ to endeavor to make disciples of all nations. The new birth of man's spirit by God's Holy Spirit means the birth of love for others. Missionary effort on the part of all rests thus upon a spiritual necessity of the regenerate life, and is expressly and repeatedly commanded in the teachings of Christ. The Lord Jesus Christ has commanded the preaching of the gospel to all nations. It is the duty of every child of God to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ.
- L. Education:** Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people. In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.
- M. Stewardship:** God is the source of all blessings, temporal and spiritual; all that we have and are we owe to Him. Christians have a spiritual debtorship to the whole world, a holy trusteeship in the gospel, and a binding stewardship in their possessions. They are therefore under obligation to serve Him with their time, talents, and material possessions; and should recognize all these as entrusted to them to use for the glory of God and for helping others. According to the Scriptures, Christians should contribute of their means cheerfully, regularly, systematically, proportionately, and liberally for the advancement of the Redeemer's cause on earth.
- N. Cooperation:** Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations,

when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

- O. The Christian and the Social Order:** All Christians are under obligation to seek to make the will of Christ supreme in our own lives and in human society. Means and methods used for the improvement of society and the establishment of righteousness among men can be truly and permanently helpful only when they are rooted in the regeneration of the individual by the saving grace of God in Jesus Christ. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including adultery, homosexuality, and pornography. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death. Every Christian should seek to bring industry, government, and society as a whole under the sway of the principles of righteousness, truth, and brotherly love. In order to promote these ends Christians should be ready to work with all men of good will in any good cause, always being careful to act in the spirit of love without compromising their loyalty to Christ and His truth.
- P. Peace and War:** It is the duty of Christians to seek peace with all men on principles of righteousness. In accordance with the spirit and teachings of Christ they should do all in their power to put an end to war. The true remedy for the war spirit is the gospel of our Lord. The supreme need of the world is the acceptance of His teachings in all the affairs of men and nations, and the practical application of His law of love. Christian people throughout the world should pray for the reign of the Prince of Peace.
- Q. Religious Liberty:** God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

R. The Family: God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents

V. Postlude

We are Baptist because we believe that Baptists stand for distinctive truths to which other denominations do not adhere. The above Articles of Faith represent the *Baptist Faith and Message*, a statement adopted by the Southern Baptist Convention in 2000, and reflect what we believe. We believe that we cannot compromise these truths without being disloyal to our Lord and His word. We do seek to cooperate with all others who are committed to Jesus Christ as Lord.

BY-LAWS

Preamble

The by-laws are meant only to help carry out ministry. Should they get in the way of ministry, they can be changed. The thrust and purpose of the church is in ministry, not government. Government is only the channel that expedites ministry. This church must always be organized around ministry in the carrying out of its activities.

I. Membership

- A. General:** Liberty Baptist Church of Bridge City, as a New Testament church, is a voluntary association of baptized believers in Christ who have covenanted together to follow the Biblical teachings in doctrine, worship, and practice. The membership retains the exclusive right of self-government in all phases of spiritual and temporal life of this church. Membership also reserves the exclusive right, under the leadership of the Holy Spirit, to determine who shall be members of this church and the conditions of such membership.
- B. Requirements for Members:** The membership of this church shall consist of persons who have accepted Jesus Christ as their personal Savior and Lord, giving evidence of a change of heart, and who have obeyed Him in baptism by immersion, and have adopted the views of faith and practice held by this church. Candidates are accepted for membership by a majority vote of the members present at any regular or calendared meetings of the church, after being counseled with by the pastor and/or deacons, or appointed individuals. Should there be any dissent as to any candidate, such dissent shall be referred to the pastor and the deacons for review before making a recommendation to the church in a duly called business meeting. A majority vote of those church members present and voting shall be required to elect such candidates to membership.
- C. Candidacy:** Any person may offer themselves as a candidate for membership in this church. All such candidates shall be presented to the church for membership in any of the following ways:
1. By profession of faith and for baptism.
 2. By promise of letter of recommendation from another Baptist church of like faith and order.
 3. By baptism if the candidate comes with a prior conversion experience.
 4. By statement of faith, if a candidate comes with a prior conversion experience and baptism in a church of like faith and order when no letter is obtainable.
 5. By proxy, when a person desiring membership cannot, for valid reason, present himself for membership. He may be presented by a member of their family or close friend.

- D. Voting Rights of Members:** Every active member of the church is entitled to vote at all elections and on all questions submitted to the church in conference or business meetings. The vote shall be exercised in person and not by proxy.
- E. Termination:** Upon becoming a member of Liberty Baptist Church of Bridge City in the manner above described, a person shall be considered a member until two-thirds of the members present at a duly called business meeting vote to remove such person's name from the membership roles because of:
1. The death of the member.
 2. The member joins another church of like faith and order, and requests the Liberty Baptist Church of Bridge City to transfer his or her letter to their new church.
 3. The member joins another church of different faith and order.
 4. The member is guilty of misconduct.
 5. The member remains inactive from church assembly (other than those homebound for health reasons, for civic duty, military service, or temporary job assignment) after contact and review by church leadership.

II. Church Meetings

- A. Weekly:** The church shall meet regularly Sunday mornings for public worship and on Wednesday evening for prayer and Bible study. Other worship service may be held as deemed necessary by the church and/or the Pastor.
- B. Business Meetings:** Once a month the church shall meet in a regular business meeting during a regular scheduled worship service. Notice thereof to members shall not be required. If the need to change the format occurs, the change selected will be determined by a vote of the church. The pastor shall be moderator. In his absence, the chairman of the deacons or someone appointed by the pastor shall preside. The purpose of this meeting shall be:
1. To present a report of the financial condition of the church.
 2. To hear organization and committee reports and transact any old or new business.
 3. To present request for granting of letters.
- C. Called Business Meetings:** Special meetings of the church for the transaction of business may be called by the moderator. Prior notice of said meeting shall be given in a scheduled church gathering stating the purpose and nature of the meetings.

- D. Quorum:** The quorum consists of those members who attend the business meeting, provided it is a stated meeting or one that has been properly called. The members present at any regularly scheduled worship service on Sunday or Wednesday shall constitute a quorum. At the discretion of the moderator, families may be asked to sit together on voting matters. Any child without his/her parents present is asked to sit with another family of the church when voting.
- E. Manual:** The manual of parliamentary authority in conducting business meeting will be guided by “Roberts Rules of Order, revised”, except when it is contrary to this constitution.

III. Deacon/ Yokemen

- A. Selection of Yokemen:** A yokemen is someone who is in the process of proving himself and training to fill the office of deacon. When the need for more yokemen arises, the church membership, after prayerful consideration, will submit-by secret ballot-the names of men to be considered for the office of yokemen. These names will be submitted to the deacon body for selection of men who meet the following criteria:
1. A member of this church for one year
 2. A Christian five years
 3. Meet the New Testament criteria as found in 1 Timothy 3:10 & Acts 6:3.
 4. Be of good reputation
 5. Be full of the Holy Spirit
 6. Be a credible witness of Christ
 7. Manage his household well
 8. Currently serving in a manner simulating a deacon
 9. Be the husband of one wife. This is interpreted as being a man who is married to only one woman (1 Cor 7:2.) If he has a previous marriage, he is released from the bond of his first wife and free to remarry under the following conditions:
 - a. Death - (1 Cor 7:39)
 - b. An unbelieving spouse who chose to leave (1 Cor 7:12-16)
 - c. Marital unfaithfulness (Matt 5:32; 19:9)
 - d. These circumstances apply to both the husband and wife (1 Cor 3:11)

A yokeman’s period of service will be determined by the deacons. A selected yokemen who chooses not to follow the criteria as stated above, may be dismissed-at the discretion of the deacon body. A yokeman’s responsibilities are to assist the deacons in service.

- B. Selection of Deacons:** When the need for additional deacons arises, a Deacon Selection Committee, comprised of deacons and the pastor, will review the current yokemen and recommend said yokemen to the church for ordination. All men being considered for deacon should have been “proven” through the yokeman program. There is no obligation to constitute as an active deacon, a person who comes to the church from another church where he has served as a deacon. Deacons will be expected to fulfill biblical qualifications as set forth in 1 Timothy 3:8-13, Acts 6:3, and Galatians 6:1, and such other qualifications as the church may from time to time prescribe.
- C. Deacon Responsibilities:** In accordance with the meaning of the work and practice of the New Testament, deacons are to be servants of the church. The primary tasks of the deacon are to serve, support and work with the pastor, staff, and elected officers and care for families of the church and perform ministries tasks. The deacons are primarily a service body, rather than an administrative body of the church.
- D. Term of Office of Deacon:** The deacon shall serve until his term of office terminates as herein provided:
1. His death
 2. Termination of his membership in the church
 3. His request to be removed from the deacon body due to an inability to serve
 4. For reason of misconduct
- E. Meetings and Quorum:** The deacons shall meet monthly. Special meetings may be called by the chairman of the deacons, the pastor, or a majority vote of the deacons by giving notice thereof to each deacon. A majority of the deacons shall constitute a quorum. A majority vote of the deacons present at any meeting held in accordance herewith and at which a quorum is present shall be sufficient to decide on any matter regularly before the deacons for consideration.

IV. Church Officers

A. Pastor:

1. **Pastoral Responsibility:** The pastor shall be the spiritual leader of the church. He shall conduct the public services for the edification of the saints and salvation of the lost. The church accepts as the basic qualifications for the pastor those set forth in 1 Timothy 3:1-7. The pastor shall be the under shepherd of the church membership. He shall have general oversight of the congregation and shall seek its welfare. He shall be an ex officio member of all the boards and committees and agencies of the church. He shall be the church administrator and shall supervise all paid staff members. He shall lead and conduct religious services on all stated and special occasions. He shall administer

the ordinances, minister to members of the church and perform other duties that pertain to the office. The pastor shall be elected by the church and shall continue as pastor until his service is terminated by his death, resignation, or by two thirds majority vote of the church members present.

2. Pastor Call: A pastor shall be chosen and called by the church whenever a vacancy occurs. His election shall take place at a meeting of the church for the purpose of which at least two weeks prior notice shall be given. The Pastor Search Committee shall be composed of five church members in good standing, who shall be chosen by the church in a conference called for that purpose. The church shall be notified at least seven days in advance either by notice in the newsletter or by a separate correspondence of the called conference to nominate a Pastor Search Committee. Each member present shall write the names of five nominees on a ballot. The five persons serving shall be 3 men and 2 women or 3 women and 2 men to assure gender representation. Persons with the highest number of votes will be asked to serve. Selection may include skipping a person and moving to the next to achieve the committee representation as stated above. The elected 5 representatives, who agree to serve, shall make up the Pastor Search Committee. The Pastor Search Committee shall select its own chairman. The Pastor Search Committee shall recommend to the congregation one man whom they feel can serve well as Pastor. If he is not elected by a 90% vote of the church, the Pastor Search Committee shall recommend another.

3. Dissolution of Relationship: The pastor's relationship shall be dissolved by secret ballot by two thirds majority of members present at a business meeting. Notice of this meeting shall be given from the pulpit two weeks previous, and the subject of the meeting shall be stated. In the event of by resignation of the pastor or dismissal by the church, the pastor shall vacate the pulpit immediately unless requested to remain for an interim period by the deacon body, acting as a temporary Pastor Search Committee. Such interim period, if any, shall be determined by the church. When the pulpit is vacated due to dismissal, the departing pastor shall be entitled to four weeks salary and any vacation due him. If the pastor requests resignation, he will be entitled to any vacation due him.

B. Deacons: The deacons are officers of the church as provided in Section III of these by-laws.

C. Church Clerk: The clerk of the church shall keep in a suitable book, a record of all actions of the church, except as otherwise herein provided. The clerk is responsible for keeping a register of the names of members, with the dates of admissions, or death and a record of baptisms. The clerk shall issue letters of dismissal or transfer voted by the church, preserve

on file all communications and written official reports, and give sufficient notice of all meetings where such notice is necessary, as indicated in these by-laws. The church may delegate some of the clerical responsibilities to a ministry assistant which will be outlined in the ministry assistant's job description. All church records are church property and should be filed in the church office. The clerk shall be elected to serve a 1- or 2-year term.

- D. Treasurer:** It shall be the duty of the treasurer to receive, preserve, and pay out, upon receipt or vouchers approved and signed by authorized personnel, all money, or things of value paid or given to the church, always keeping an itemized account of all receipts and disbursements. It shall be the duty of the treasurer to render to the church at each regular business meeting an itemized report of the receipts and disbursements for the preceding period. The treasurer's report shall be audited annually by an auditing committee or public accountant. The church may delegate some of the bookkeeping responsibilities to the ministry assistant which will be outlined in the ministry assistant's job description. Upon rendering the annual account at the end of each fiscal year, and its acceptance and approval by the church, the records shall be delivered by the treasurer to the church Clerk, who shall keep and preserve the account as part of the permanent records of the church. The church shall elect a church treasurer to serve a 1- or 2-year term.
- E. Staff:** The staff is under the supervision of the pastor; however, the pastor may from time-to-time delegate supervision to others. This church shall call or employ such staff members as the church shall need. A job description shall be written when the need for staff members is determined. Pastoral staff, such as the youth minister and music minister, shall be recommended to the church by the pastor. The pastor with the cooperation of established leadership teams shall identify and recommend candidates for needed positions. A vote of 75% or higher in favor constitutes a call. If there is a problem with the staff member, the pastor will first attempt to work it out with the staff member. If no solution can be found, the pastor may consult with the deacons. If circumstances warrant, the pastor may temporarily suspend the staff person immediately, until the situation can be reviewed, and the church arrives at a final decision. Severance pays, if any, will be determined by the church. At least two weeks' notice at the time of resignation should be given.
- F. Support Staff:** Support staff members are the ministry assistant, custodial staff and others as deemed necessary by the church. The Administration Team will perform the hiring duties for support staff roles. The pastor will supervise the ministry assistant. The Administration Team will provide oversight of the custodians and be a primary contact to manage custodial needs and performance. The Administration Team will make recommendations to the church for a vote when hiring support staff. A vote of 75% or higher in favor constitutes hiring.

V. Management of Affairs

The management of the affairs of the Liberty Baptist Church of Bridge City shall be vested in the members, all of whom shall have equal rights in voting at duly called business meetings. A majority of members present at a duly called business meeting shall determine the questions presented at such meetings, rolls of Liberty Baptist Church of Bridge City at the date of execution hereof shall be members of the church.

A. Trustees as Corporate Officers: In compliance with the Texas Non-Profit Corporate Act heretofore referred the Church shall have the following Corporate Officers:

1. The trustees shall be considered the officers of Liberty Baptist Church of Bridge City. The trustees shall consist of at least three (3) and not more than five (5) persons, all of whom shall be members of the church in good standing and at least one of whom shall be an active Deacon. The trustees shall be elected annually for a 1 to 3 -year term. In the event a vacancy occurs in the trustees at any time, such vacancy may be filled only by the majority vote of the members present at a duly called business meeting. During the period between the occurrence of a vacancy in the trustees and the vacancy being filled by the members, the remaining trustees shall be fully qualified to act for the church when duly authorized by its members. The trustees are to be its legal representatives for any legal challenges of the church.
2. The newly elected trustees will elect one of its members to serve as chairman, and he/she shall serve as president of Liberty Baptist Church of Bridge City in the transaction of corporate business matters. A trustee elected by the trustees shall perform the functions of corporate secretary.
3. Trustees will hold in trust the church property. They shall have no power to buy, sell, mortgage, lease or transfer any real or personal property without a specific vote of the church authorizing such action. It shall be the function of the trustees serving as corporate president, and secretary, respectively, to affix their signatures to legal documents involving the sale, mortgage, purchase or rental of property or other legal documents where the signatures of trustees or other officers of the church are required, and such transaction is authorized by appropriate church resolution.
4. The trustees are responsible to see that the proper amount and kind of insurance is carried and kept in force on all church properties. The trustees will conduct an annual review of the church insurance program.

VI. Committees of the Church

The committees of the church shall be elected by the church and shall have the duties and responsibilities imposed upon it by the church. The members of each such committee and the term of office of its members shall be determined by the church.

VII. General

- A. Exempt Organization Declaration:** This organization is organized as a church and shall be operated for the purpose of engaging in religious worship and promoting spiritual development and well-being of individuals. Its assets are pledged for use in performing its religious functions. On discontinuance of this organization by dissolution or otherwise, its assets are to be transferred to the Southern Baptist Convention of Texas and/or the Southern Baptist of Texas Foundation.
- B. Effective Date:** These by-laws shall become effective the 27th day of March, 2022, following their revision and adoption. These by-laws were originally adopted on the 7th day of April, 1991.
- C. By-Law Amendments:** These by-laws, along with the Constitution may be amended at any duly called business meeting of the church by affirmative vote of a two-thirds majority of the active members present, provided that public notice has been given two weeks previous. Historical documentation of amendments is kept on file in the church office.
- D. Messengers:** Through its voluntary giving to the Cooperative Program, Liberty Baptist Church is a member of the Golden Triangle Baptist Network, the Southern Baptist of Texas Convention and the Southern Baptist Convention. Annually, Liberty Baptist Church may elect messengers to these conventions.
- E. Curriculum Guidelines:** All teachers and workers in Sunday School and the church training organizations will be required to teach curriculum aligning with The Articles of Faith as written in The Baptist Faith and Message.
- F. Missions Support:** Liberty Baptist Church, on a monthly basis, will support missions through the Golden Triangle Baptist Network, the Southern Baptist Convention of Texas Convention, and the Southern Baptist Convention.