

BY-LAWS
ARTICLE I. MEMBERSHIP

SECTION 1. Admission of Membership

A. Candidacy

Any person may offer himself or herself as a candidate for membership in this church. All such candidates shall be presented to the church at any regular church service for membership in any of the following ways:

- (1) By profession of faith and candidate for baptism.
- (2) By promise of a letter of recommendation from another Southern Baptist church.
- (3) Statement of previous baptismal experience in a church of like faith.

B. Membership may be granted by a majority vote of the congregation present at the regular church service where presented.

C. Should there be a majority dissent as to any candidate, at the request of the potential candidate, such dissent shall be referred to the Deacon body for investigation and the making of a recommendation to the church within thirty (30) days. A majority affirmative vote of those church members present, at a called business meeting, shall be required to elect such candidates to membership.

Section 2. Termination of Membership

A. Membership shall be terminated in the following ways:

- (1) Death of a member.
- (2) Transfer to another Baptist church.
- (3) Uniting with a church of some other faith and order.
- (4) Request to have name removed from roll.
- (5) Disciplinary dismissal.

B. Disciplinary Dismissal

It shall be the practice of this church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, other members of the church staff and deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment.

Should some serious condition exist that would cause a member to become a liability to the general welfare of the church, the pastor and the deacons will take every reasonable measure to resolve the problem in accordance with Matthew 18:10-20. If it becomes necessary for the church to take action to exclude a member, a three-fourths vote of the members present is required; and the church may proceed to declare the person to be no longer in the membership of the church. A spirit of Christian kindness and forbearance shall pervade all such proceedings.

The church may restore to membership any person previously excluded upon request of the excluded person, and by a vote of the church upon evidence of the excluded person's repentance and reformation.

SECTION 3. Classification of Membership

A. Resident

(1) Member who maintains a residence for the major portion of the year within the area served by the church and its organizations.

(2) Members who reside locally part time because of college or other educational endeavors.

(3) Members serving in the military.

B. Non-resident

ARTICLE II. MEETINGS

SECTION 1. Church Year

The church year shall run from September 1st through August 30th . The program year of the Budget, Deacons, Trustees, Treasurer, Assistant Treasurer, Stewardship and Personnel Committees shall run from January 1st through December 31st of each year.

SECTION 2. Meetings of the Church

A. The program of the church and its regular or stated meetings as herein named shall take precedence over any and all meetings, programs, and the like of any organization within or without the church.

B. The meetings of the church shall be:

(1) Sunday morning and evening worship services, Bible study and training

- (2) Midweek service on Wednesday evening
- (3) Revival and special worship services as may be recommended by the pastor and authorized by the church
- (4) Business meetings

SECTION 3. Business Meetings

- A. Regular quarterly business meetings shall be conducted on the second Sunday night of the first month of the quarter, unless matters of particular importance require rescheduling of the quarterly business meeting. The fourth quarterly meeting, in October, will be the annual business meeting and shall include the proposed budget hearing. Budget presentation shall be at a special called meeting in November.
- B. In case of urgent business or emergency, the pastor (or in his absence, the Deacon body through their chairman or vice chairman) may call a business meeting. Anyone that feels that there is a matter of sufficient importance to warrant a business meeting must take the request to the appropriate committee for consideration. If by majority vote that committee agrees that a business meeting is warranted, the chairman of the committee or the pastor, shall call a business meeting at the earliest possible date.
- C. No business shall be transacted at the Sunday morning worship services, except in case of extreme emergencies, the calling of ministerial staff, election of deacons, or approval of the annual church budget.
- D. If the matter to be considered at a business meeting is other than routine church business, notice shall be given publicly to every resident member through the church bulletin, church newsletter, from the pulpit, or by letter from the pastor, (or in his absence, the chairman of deacons) at least one week preceeding the meeting. Such notice shall state fully the nature and purpose of any extraordinary matters to be considered.
- E. The pastor, or his designee, shall be moderator of all church meetings except in matters pertaining to the office of the pastor. In this instance and in the absence of the pastor, the chairman of the deacons shall preside.
- F. The government of the church shall be vested in the hands of its members. A majority vote of those present and voting shall be effective to bind the church. A three-fourths majority of those present and voting shall be required for the calling of any ministerial staff, the dismissal of a member, and the changing of the bylaws.
- G. The Holy Scriptures establish the standard for decorum in every area of church life including the transaction of church business meetings. *Robert's Rules of Order* shall provide the framework for parliamentary procedure.

ARTICLE III. OFFICERS

SECTION 1. Pastor

- A. The pastor shall be the overseer of the church under the Lordship of Jesus Christ. He shall be moderator of church meetings and ex officio member of all organizations, departments, and committees. He shall be responsible for leading the church to function as a New Testament church. The pastor will lead the congregation, the organizations and the church staff to perform their tasks.

- B. The pastor is leader of pastoral ministries in the church. As such, he works with deacons and church to do the following:
 - (1) Lead the church in achievement of its mission.
 - (2) Proclaim the gospel to believers and non-believers.
 - (3) Care for the church's members and others in the area served.

- C. The pastor's specific duties shall be to give special attention to the spiritual needs of members, to preach the word of God, to administer the ordinances, to have supervision of the church staff, unless otherwise specifically provided for, and counsel with the Personnel Committee regarding employment or termination of non-ministerial staff.

- D. The pastor shall be in charge of the pulpit at all times and shall be responsible for supply when absent from the pulpit. Should the pastor be absent from the pulpit for an extended period of time, he may, with the approval of the church, request the Committee on Committees to appoint a committee to secure an interim pastor to serve until such time as he is able to resume his duties. Should the church be without a pastor due to resignation, retirement, inability to serve, or death, the Committee on Committees shall, with the approval of the church, immediately appoint a committee to secure an interim pastor to perform those pastoral duties specifically assigned. During the period of time from the last day of service by an outgoing pastor until the incoming pastor assumes his duties, the deacon body, through its chairman, shall be responsible for coordinating with church staff and others, all pastoral duties not specifically delegated by the church to the interim committee and/or the interim pastor.

- E. The church without delay shall call a pastor whenever a vacancy occurs. Notice of such intention shall be given to every member through the church newsletter, church bulletin, from the pulpit, or by letter one week preceding the church's vote to call a new pastor. The church's vote to call a new pastor shall be upon recommendation of the pulpit committee and shall require a three-fourths majority, by secret ballot, of those members present and voting. An opportunity shall be given him to preach and the membership shall have an opportunity to ask him questions relevant to his call and to his service in this church before they are required to vote upon calling him as pastor.

SECTION 2. Deacons

- A. The deacons shall be elected by the church membership using, as a basis, the requirements as stated in *Acts 6 and I Timothy 3*.
- B. There shall be an unspecified number of deacons. When the deacon body and/or the church determines a need for additional deacons, the Committee on Deacons shall be asked to conduct an election. Election of deacons shall be held under the rules set forth in ARTICLE III, SECTION 2, Paragraphs C-G.
- C. When an election of deacons is required, the Committee on Deacons will be furnished a list of names of male members, 21 years of age or older. The names of those who have been ordained deacons in a church of like faith and order, but who have not been elected deacons in this church, shall be identified by an asterisk and footnote.
- D. The Committee on Deacons shall make a diligent inquiry into the qualifications of those persons whose names appear on the list furnished by the church. Inquiries shall include personal interviews.
- E. After all the inquiries and interviews have been concluded, the Committee on Deacons, in consultation with the pastor, shall submit to the church the names of those it believes to be qualified and willing to serve as deacons.
- F. The church shall prepare a ballot containing all the names submitted by the Committee on Deacons. Election shall be by secret ballot during a Sunday morning service. Each member present may vote for as many persons as there are deacons to be elected. The Committee on Deacons shall determine those elected by beginning with the name of the person receiving the greatest number of votes, and in descending order of votes received, list as many names as there are deacons to be elected. The tabulated results shall be communicated to the congregation in a timely manner.
- G. Those elected shall be ordained at the earliest convenient date.
- H. A deacon who fails to attend fifty (50) percent of the meetings during any calendar year, regular and special, shall at the end of the year become inactive. He shall be ineligible to serve thereafter unless reinstated by a vote of the church. However, permitted excused absences are not considered in calculating the fifty (50) percent attendance requirement.
- I. A deacon may request in writing, or the deacon body may request on his behalf, that the church grant him inactive status for an indefinite, or for a stated period of time. When the church grants an inactive status for an indefinite period of time, a vote of the church for reinstatement will be required. The deacon will be required to write a letter of request to

the church after a minimum of one year for the vote by the congregation to take place. When the church grants an inactive status for a stated period of time, a vote by the church will not be required and the deacon shall become active again at the end of the stated period.

- J. Any deacon, because of inability to perform the duties of deacon, may request that the church elect him Deacon Emeritus, or the deacon body may request it on his behalf. The status of deacon Emeritus may be held for life, with all the rights and privileges of the office, except the right of voting as a deacon.

ARTICLE IV. STAFF

The church shall employ staff sufficient to implement its ministry. Relative job descriptions shall be developed in the Personnel Policy Manual.

ARTICLE V. ELECTED LEADERSHIP

SECTION 1. Trustees

- A. The church shall elect six trustees to serve as legal officers of the church. They shall hold in trust the church property. Upon a specific vote of the church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any church property. Notice of such action must be given as provided for in ARTICLE II, SECTION 3, Paragraph D. When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to church-approved matters.
- B. The trustees shall be nominated by the Nominating Committee and elected by the church at the October Business Meeting, with the term of office beginning on January 1. The trustees shall meet in January of each year and elect a chairman, vice-chairman and secretary. Thereafter, they shall meet as often as necessary to carry out their responsibilities. Trustees shall serve on a rotation basis for three years with two new trustees being elected every year.

SECTION 2. Church Clerk

The duties of the church clerk shall be to keep a correct, typewritten record of all proceedings of the regular and special business meetings of the church. The clerk

shall be responsible for preparing the annual letter of the church for the association. The church clerk shall provide copies of the minutes to members at business meetings, cooperate with the church in keeping a correct roll of the membership and act as historian of the church. The clerk shall issue and sign all letters of transfer and dismissal upon request of same. A monthly membership report reflecting additions, deaths and letters of transfer shall be attached to the monthly financial statement.

The church secretary shall assist the clerk in all matters pertaining to the office of clerk. A copy of all the church clerk records and reports shall be filed and maintained in the church office and made available to the church membership. The church clerk shall be elected annually by the church after having been nominated by the Nominating Committee.

SECTION 3. Church Treasurer and Assistant Treasurer

- A. The treasurer and assistant treasurer shall be elected annually by the church following nomination by the Nominating Committee. In the absence of the treasurer the assistant treasurer shall perform the duties of the treasurer.
- B. The church treasurer shall work with the Stewardship Committee to recommend and establish policies and procedures for receiving, counting, banking and recording, disbursing, reporting and auditing all monies received by the church. The treasurer, with the assistance of the financial secretary, shall maintain adequate records of all monies received and disbursed.
- C. The treasurer, with the assistance of the financial secretary, shall make available to each member a record of contributions. An annual report shall be provided to each member. A quarterly report of contributions shall be available upon request of a member.
- D. The treasurer, with the assistance of the financial secretary, shall issue checks for payment of all accounts consistent with the budget of the church, or as authorized by the Stewardship Committee, or by a special vote of the church. All checks issued shall bear the signatures of two persons having authority to sign checks, one of whom shall be the treasurer or assistant treasurer.
- E. The treasurer, with the assistance of the financial secretary, shall make available a monthly detailed written report for the previous months receipts, disbursements and balances.
- F. The treasurer is an ex-officio member of the Stewardship Committee.

SECTION 4. Other Organizations

The church shall establish educational, mission or media organizations in a Policy Manual. The directors, general officers, staff and other members pertaining to each organization shall be nominated by the Nominating Committee and elected by the church.

ARTICLE VI. COMMITTEES

A committee at First Baptist Church is defined as a “group whose members are nominated by the Nominating Committee and elected by the Church for a prescribed period of time to perform supervisory, administrative and budgetary oversight for a specific segment of the church’s operations.”

Committee Eligibility:

1. Committee members shall be active members of First Baptist Church of Mansfield for at least a year before being selected for service on a committee.
2. Full-term committee members shall typically serve for a term of three years. To the extent possible, committees shall be structured so one third of the members complete their term of service each year. Members who are selected as a replacement for a previously serving committee member will serve the duration of the remaining term of that member.

Committee Selection:

1. The Nominating Committee shall select new committee members annually to replace those whose terms expire in the following year. The Nominating Committee will also nominate, as needed, replacement members for those unable to complete full term of service. Committees are encouraged to inform the Nominating Committee of member resignations that may occur during the year. The congregation and members of the First Baptist Church staff may be used as resources for the recommendation of potential committee members.
2. Each potential committee member will be contacted prior to nomination to determine their willingness and ability to serve.
3. The roster of committee members shall be presented for approval to the church at its business meeting for final approval.
4. Each standing committee shall select its own chairman.

Fulfillment of Responsibilities:

Each committee shall be responsible to the Church for the fulfillment of its prescribed responsibilities. If at any time committee members determine that they are unable or unwilling to fulfill their individual responsibilities as active committee members, they may request to be relieved of their role and be replaced by the Nominating Committee. If a committee member demonstrates a continued inability or unwillingness to fulfill his/her responsibilities, that member may be relieved of his/her duties and position by the Nominating Committee after referral by the other members of the committee or by the staff representative on the committee. Upon such referral, the Nominating Committee shall notify the member in question of the referral and shall give the member a reasonable time to respond to the referral. Upon expiration of the time given for a response, the Nominating Committee shall consider the referral and notify the committee and the member of its decision. The Nominating committee will fill any vacancy arising from its decision as provided above for the replacement of members.

AD HOC Committee: 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.

Standing Committee: A church committee recognized and established by the church's by-laws, as from time to time duly amended.

Ex-Officio Member: A person who is a member of a committee solely by virtue of the office or position held. Membership automatically terminates when the office or position is vacated. The ex-officio member enjoys all the privileges of other committee members. The pastor shall be an ex-officio member of all committees.

Quorum: As regarding committees, shall be a simple majority of members.

SECTION 1. Nominating Committee

- A. The Committee on Committees shall recommend a Nominating Committee of five to be elected by the church at the October business meeting to serve for a term of one year or until its successors have been elected. The chairman shall be named by the Committee on Committees at the time of nomination. The Nominating Committee, in consultation with the Pastor, the ministerial staff, and directors of the several organizations, shall be empowered to make an annual study of the structuring and staffing of each of the organizations and to recommend changes in structure and staffing needed to more effectively utilize both staffing capabilities and physical facilities.

B. It shall be the duty of the Nominating Committee to bring before the church the following nominations:

1. By the January business meeting:
 Sunday School director, Discipleship Training director, Baptist Men director, and WMU director who, upon their election by the church, become members of the Nominating Committee for the nomination of the officers and staff within their organizations. The Chairman of the Deacons, having already been elected by the deacon body, also becomes a member of the Nominating Committee. The Vacation Bible School director shall also be elected at this time.

2. By the April business meeting:
 Sunday School associate directors, Sunday School general secretary, Sunday School outreach leaders, Discipleship Training leaders, Baptist Men leaders, R.A. and G.A. directors, WMU leaders, Vacation Bible School assistant director and VBS age-level directors.

3. By the July business meeting:
 All remaining church-elected workers in Sunday School, Discipleship Training, Baptist Men, WMU, Music, Director of Library services and nominations for members of the following standing committees:

| <u>Committee</u> | <u>No. Elected Annually</u> |
|-------------------------|-----------------------------|
| Benevolence | 1 |
| Committee on Committees | 2 |
| Counting | 1 |
| Flower | 1 |
| Hospitality | 2 |
| Insurance | 1 |
| Kitchen | 1 |
| Library | 1 |
| Missions | 1 |
| Multi-media | 2 |
| Music | 1 |
| Nursery | 2 |
| Personnel | 2 |
| Property | 2 |
| Publicity | 1 |
| Stewardship | 2 |
| Transportation | 1 |
| Youth Council | 6 |
| Ushers | 2 |

4. By the October business meeting:
Those who begin service January 1: two trustees, Treasurer and Assistant Treasurer, Church Clerk, Stewardship Committee members and Personnel Committee members.

Also, at the October business meeting, the Committee on Committees shall present for election the first five members of the Nominating Committee for the new year.

- C. The Nominating Committee may nominate each year and the church elect a youth member to such standing committees as it deems advisable. The youth shall be between the ages of sixteen and twenty, and shall be entitled to all the privileges of the regular committee members except that they may only serve for a term of one year. These youth members shall be in addition to the prescribed number of regular standing committee members.

SECTION 2. Standing Committees

- A. The members of all standing committees, except the Youth Council, shall be elected for a three year term. Each committee, with the exception of the usher committee, shall elect its chairman, vice-chairman, and secretary annually. All committee members shall have served on the committee for a period of at least one year before becoming eligible to hold a committee office. All standing committees shall meet as often as necessary to carry out their assigned responsibilities. They shall be required to make a report of their progress, activities, and recommendations, if any, to the church at least once a year as scheduled on the church calendar. Vacancies occurring after September shall be filled by the Nominating Committee promptly, subject to approval of the church. No person shall serve on more than two committees at the same time, with the exception of ushers.

Standing Committees

1. Benevolence

This committee shall have three members. Their duties are to perform acts of benevolence to persons in need (physical, social, or mental) in the name of Christ and His church and to strive to coordinate the benevolence of all organizations of the church.

2. Committee on Committees

The committee shall have six members. It shall be the duty of this committee to create, with church approval, special committees to meet specific needs which do not fall within the responsibility of standing committees. They shall designate the number of members, the tenure of office, date of termination and define the duties. Responsibility for pulpit

and interim pastor committees is included.

The Committee on Committees shall also recommend a Nominating Committee of five to be elected by the church at the October meeting to serve for a term of one year or until its successors have been elected. The chairman shall be named by the Committee on Committees at the time of nomination.

3. Counting

This committee shall consist of three non-related members and the financial secretary. Their duties shall be to receive, count, and prepare for deposit all monies received in Sunday School, worship services, and special offerings. These members may be re-elected at the discretion of the Nominating Committee.

4. Flower

This committee shall have three members. It shall be their duty to decorate the church in an appropriate manner for each service and special occasions. They may call on additional personnel for help in more extensive decorating projects.

5. Hospitality

This committee shall have six members. This committee is responsible for arranging and handling all social functions involving the entire church membership. This committee shall also plan and arrange for the entertainment of special guests of the church.

6. Insurance

This committee shall have three members. They shall be elected for a three year term and may be re-elected at the discretion of the Nominating Committee. It is the duty of this committee to see that all church property is adequately insured and to keep a current inventory. This committee, in cooperation with the stewardship committee, shall determine who shall be bonded, the amount of bonding and secure the bonding, the cost of which shall be paid by the church. This committee shall meet soon after the beginning of the church year and as often as necessary to keep inventory and insurance current. The committee shall consult with the pastor, properties and stewardship committees as needed.

7. Kitchen

This committee shall have three members in addition to the Food Service Director. This committee shall be in charge of the kitchen and its equipment. It shall be responsible for the use of the kitchen and shall formulate and make available to the church, rules governing the use and care of the kitchen and its equipment. The committee shall also consult with the properties and the stewardship committees in the purchasing of new equipment.

8. Library

This committee shall have three members. This committee shall work under the leadership of the director of library services to review books, assist in processing, issuing and receiving books and encouraging church members to avail themselves of the use of the library.

9. Missions

This committee shall have three members. It shall be their duty to have a general oversight of the outreach and mission activities of the church, to recommend and coordinate specific outreach and mission activities to be implemented through the several organizations of the church, to evaluate the effectiveness of those outreach and mission activities and to report to the church periodically of its findings.

10. Multi-media

This committee shall have six members and shall have four areas of responsibility:

They shall have charge of the operation and maintenance of all church owned audiovisual equipment including fixed and portable sound systems and to make recommendations for the purchase of audiovisual equipment and supplies to the properties committee and stewardship committee.

They shall recruit and train operators for regular and special services of the church. All computer generated portions of the services will be under their direct authority; they will recruit and train operators in church presentation software and other graphic displays.

The committee shall have the operational authority of KEPT-LP, tend to the programming of the station and be responsible for the broadcast of the regular services of the Church.

The committee shall oversee all media responsibilities. No local or outside program may be played on the local access channel without church vote. Personal requests for media service shall be submitted to this committee for consideration.

11. Music

This committee shall have three members with the Minister of Music serving as an ex-officio member. This committee shall counsel with the Minister of Music on matters relating to the music program and music equipment of the church. Their counsel will be sought in filling vacancies in the music organization of the church.

12. Nursery

This committee shall have six members. This committee shall have the responsibility of promoting the entire welfare of the nursery, including recommending modern nursery procedures, equipment, etc., and to determine that all facilities are sanitary and clean at all times.

13. Personnel

This committee shall have six members. They shall be responsible for recruiting and recommending to the church all ministerial staff, except the Pastor. Committee recommendations regarding employment, discipline or termination of ministerial staff shall be brought to the church for vote. This committee shall be responsible for employment, discipline and termination of all non-ministerial employees. Matters involving custodial employees shall be handled in cooperation with the Properties and Stewardship committees.

This committee shall prepare job descriptions for all ministerial and non-ministerial positions and develop relative personnel policies and procedures. All paid personnel are accountable to this committee. Annual performance evaluations shall be conducted. The committee, in cooperation with the stewardship committee, shall consider salaries and benefits and recommend any changes to the annual budget.

14. Properties

This committee shall have six members. It shall have the responsibility, in cooperation with the stewardship committee, of the care, upkeep and replacement of all property of the church except where it is otherwise specified; to see that the interior of the church building is attractive and well kept at all times; to work closely with the personnel and stewardship committee in matters relating to custodial employees.

15. Publicity

This committee shall have three members. It shall be responsible for publicizing the activities of the church, including revivals and other special meetings.

16. Stewardship

This committee shall have six members with the Pastor and treasurer as ex-officio members. The financial secretary, if a member of this church, is also an ex-officio member. If non-member, attends all meetings without member privileges. The duties of this committee are to promote stewardship throughout the year and to work with the personnel committee to recommend salaries and benefits; to plan, recommend to the church and administer the annual church budget. This committee shall work with the treasurer in recommending and establishing policies and procedures for receiving, counting, banking, recording, disbursing and reporting all monies received by the church. This committee is responsible for the annual audit, by an outside agency, and report of the same to the church at its next business meeting. The stewardship chairman shall make available reports on budget status, income and expense following each monthly stewardship committee meeting.

17. Transportation

This committee shall have three members. The duties of this committee are to develop policies and procedures for the use, operation and maintenance of all church-owned and/or leased vehicles. This committee shall work closely with the stewardship and properties committees in matters involving major expenditures for maintenance and for purchase or replacement of vehicles.

18. Youth Council

This committee shall have six members comprised of two adults and four youth and shall work in cooperation with the Minister of Youth/Youth leaders. Their duties are to plan and assist with special activities of a spiritual and social nature for the youth of the church. This committee shall seek avenues of involvement for youth on a year-round basis.

19. Ushers

This committee shall have six members. The duties of this committee are to greet the people, both before and after services, seat those entering at specified times before and during services, give directions as required, distribute church bulletins and visitor cards, receive offerings, look after the physical comfort of the congregation, help maintain order during the service, and assist as required in restoring the auditorium to physical orderliness. This committee will meet soon after the beginning of the church year for an orientation program to acquaint the members with their duties and the physical layout of the church.

SECTION 3. Church Council

- A. This committee shall consist of the Pastor, the ministerial staff, Chairman of Deacons, Sunday School director, Discipleship Training director, Children's minister, Baptist Men and WMU directors, Chairman of Stewardship and Missions Committees, and church treasurer.
- B. The Pastor shall be the chairman and shall name a vice-chairman to act in his absence.
- C. The committee shall meet on a regular basis as needed.
- D. The duties of this committee are to:
 - 1. Recommend objectives and goals
 - 2. Develop and publish a church calendar of activities for accomplishing these objectives and goals
 - 3. Develop whole-hearted cooperation among the members of the church
 - 4. Evaluate the results of the church program
- E. The committee shall bring its recommendations, if any, to the church for action.

ARTICLE VII. EFFECTIVE DATE AND IMPLEMENTATION

SECTION 1. Effective Date

Following adoption by the church, this revised Constitution and By-laws will become effective October 1, 2011, and will supersede and take effect in lieu of the by-laws in effect prior to that time. These by-laws will be implemented by church policies, however, in no event will church policy contravene these by-laws.

SECTION 2. Amendments

These by-laws, as adopted, may be amended by a three-fourths majority vote of members present and voting at any regular business meeting or special called meeting, as provided for in ARTICLE II, SECTION 3, Par. D.