



LOS ANGELES CITY BAPTIST CHURCH CONSTITUTION AND BYLAWS

A California nonprofit religious corporation

Constitution

Since it pleased Almighty God, by His Holy Spirit, to call certain of His servants to unite under the name Los Angeles City Baptist Church of Los Angeles, CA for the worship of God, and to make disciples, care for the city, and reach the world, through the Gospel of Jesus, and since He has sustained and prospered this work to the present day; and

Whereas we, having searched the Scriptures under the guidance of His Spirit, have recognized the need to reconstitute ourselves to conform more closely to His will for the Church in this age and to prepare ourselves for greater efforts in His name;

Now therefore, we do hereby organize ourselves in accord with the State of California and adopt this Constitution and Bylaws as our articles of governance, to be interpreted at all times to reflect the character of and bring glory to Jesus Christ, as revealed in the Holy Bible and articulated in the Statement of Faith and Covenant of this church.

ARTICLE I – Name

- 1.01 The name of this corporation is LOS ANGELES CITY BAPTIST CHURCH. Hereinafter in these Bylaws, this corporation may be referred to as “LACBC”.

ARTICLE II – Principal Office

- 2.01 The principal office of LACBC is located at 709 Spence St. Los Angeles, California. The Active Members of LACBC shall have full power and authority to change the principal office from one location to another.

ARTICLE III – Purpose

- 3.01 **Mission Statement.** LACBC exists to make disciples, care for the city, and reach the world, through the Gospel of Jesus. LACBC is a family of faith that maintains and promotes its purpose through worship, discipleship, fellowship, prayer, witness, evangelism, ministry, service, education, and missions.
- 3.02 LACBC is to maintain a mission statement which is to be promoted to the members.

ARTICLE IV – Statement of Faith

- 4.01 LACBC affirms the sixty-six books of the Holy Bible as the inspired, inerrant, infallible, authoritative Word of God and the basis of our beliefs. The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired, inerrant, and infallible Word of God that speaks with final authority in all that we believe and practice. Additional details concerning the governance and operations of LACBC are found in the Policies and Procedures Manual, which is an adjunct governing document alongside these Bylaws. Together, they form a fuller expression of how this church intends to conduct its spiritual and temporal affairs.

- 4.02 LACBC subscribes to the 2000 Baptist Faith and Message (as adopted by the Southern Baptist Convention and updated June 14, 2023) as a general statement of our faith and teaching position.
- 4.03 **Statement on the Gospel of Jesus.** We believe that the Gospel is the good news about what Jesus Christ has done to reconcile sinners to God. God is the creator of all things (Genesis 1:1). He is perfectly holy, worthy of all worship, and will justly punish sin (Romans 2:5-8, 1 John 1:5, Revelation 4:11). All people, though created to be good (Genesis 1:26-28), have become sinful by nature and are subject to the wrath of God (Psalm 51:5, Romans 3:23, Ephesians 2:1-3). However, Jesus Christ, who is fully God and fully Man, lived a sinless life, died on the cross to satisfy God's justice on behalf of all who would believe in Him, and rose from the grave to give His redeemed people eternal life (John 1:1, Romans 3:21-26, 1 Corinthians 15:20-22, 2 Corinthians 5:21, 1 Timothy 2:5, Hebrews 7:26). Therefore, the membership of this church shall be composed of individuals who believe that Jesus Christ died and rose again, and have repented and trusted in Jesus Christ as his/her Lord and Savior, and believe that salvation is received not by works, but by grace alone, through faith alone, and in Christ alone (Ephesians 2:8-9), and have been baptized as a public confession of his/her faith, and regularly renew his/her covenant with fellow members by celebrating together the Lord's Supper. (Matthew 28:18-20, Mark 1:15, John 3:16, Acts 20:21, Romans 10:9-10, 1 Corinthians 11:23-26).
- 4.04 **Statement on Gender, Sexuality, and Marriage.** We believe that God creates wonderfully and immutably each person as male or female, determined before birth. These two distinct, complementary genders together reflect the image and nature of God. (Genesis 1:26-27.) Accordingly, participation in any program or activity or access to facilities that is limited to individuals of one biological gender is exclusively limited to individuals who are persons of that gender. This church recognizes that marriage as a biblical institution established by God is the uniting of one biological man and one biological woman in covenant commitment for a lifetime. Accordingly, LACBC will not recognize same sex unions/marriages nor transgender unions/marriages, and its property will not be used for such purposes.
- 4.05 **Statement on the Sanctity of Human Life.** We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to recognize and defend the intrinsic value of all human life (Psalm 139).
- 4.06 The ordinances of the LACBC are believers' baptism and the Lord's Supper.

ARTICLE V – Polity and Relationships

- 5.01 Except as otherwise set forth in these Bylaws, the activities and affairs of LACBC shall be conducted by its Active Members, and all corporate powers shall be exercised by said Members.
- 5.02 LACBC is autonomous and maintains the right to govern its own affairs, independent of any denominational or ecclesiastical control. Recognizing, however, the benefits and obligations of cooperation with other churches in world missions, LACBC voluntarily affiliates with the Southern Baptist Convention in its national, state and local expressions.
- 5.03 LACBC is an autonomous church under the Lordship of Jesus Christ. As such, the membership reserves unto itself the exclusive right of self-governance in all phases of its spiritual and temporal life.

ARTICLE VI – Membership in LACBC

- 6.01 Membership in LACBC shall consist of all persons who, after meeting the prerequisites for membership, have been presented to the members at a regularly scheduled worship service, or a business meeting, and elected to membership by a majority vote of the active members present. All members are to be listed on the LACBC membership role.
- 6.02 The following are the prerequisites for membership. The individual shall:
- A. have made a personal commitment and public confession of faith in Jesus Christ for salvation.
 - B. have been baptized by immersion as a testimony of salvation.
 - C. have completed the LACBC membership class and made a written commitment to abide by the LACBC Membership Covenant.
- 6.03 Categories of membership: There shall be three categories of members: Active Members, Inactive Members, and Provisional Members.
- A. Active Members shall meet all the following requirements:
 - (1) They shall have fulfilled the requirements for membership as stated in these Bylaws.
 - (2) They shall not, due to disciplinary action, have had their names declared to the members pursuant to 6.04(B)(3).
 - (3) They shall not have had their membership terminated according to Section 6.04(B)(4) of these Bylaws.
 - (4) They shall have attended at least twelve (12) regular worship services of LACBC during the previous six (6) months. Exceptions for any reason shall require the approval of the Pastors upon application by the member.
 - (5) They shall be eighteen (18) years of age or older.
 - B. Inactive Members:
 - (1) Inactive Members are defined as those members who fail to satisfy any of the requirements for their membership category.
 - (2) They shall not vote on any matter before LACBC in any Business Meeting so long as they are classified as an Inactive Member.
 - (3) They shall automatically be restored when the requirement(s) for their membership category are fully satisfied.
 - C. Provisional Members are those members who meet all the requirements as Active Members except they are under the age of eighteen (18). Provisional Members have all the rights and responsibilities of Active Members except they may not vote in any business meeting. They shall automatically become Active Members upon reaching the age of eighteen (18) so long as they continue to meet the requirements for Active Members and reaffirm their commitment in writing to the Membership Covenant.
- 6.04 Discipline:
- A. The threefold purpose of church discipline is (1) to glorify God by maintaining purity in the local church (1 Corinthians 5:6), (2) to edify believers by deterring sin and promoting purity (1 Timothy 5:20), and (3) to promote the spiritual welfare of the offending believer by calling him or her to return to a biblical standard of doctrine and conduct (Galatians 6:1).
 - B. Members of LACBC who err in doctrine, or who engage in conduct that violates Scripture as determined by the Pastors, shall be subject to church discipline, up to and including dismissal according to the following four (4) stage process. (Matthew 18:15-18)
 - (1) Any member of LACBC who has knowledge of the erring individual's heresy or misconduct may warn and correct such erring individuals in private, seeking his or her repentance and restoration. If the erring individual does not heed this warning, then

- (2) The warning church member shall again go to the erring individual, seeking his or her repentance, but accompanied by one or two individuals who shall confirm that the sin has occurred or is continuing to occur, and/or that the erring individual has been appropriately confronted and has refused to repent. The first and second warnings may occur with no specified time interval. If the erring individual still refuses to heed this warning, then
 - (3) It shall be brought to the attention of the Pastors. If the Pastors determine—after thorough investigation in accord with the procedures prescribed by pertinent Scripture, including Matthew 18:15–18 and 1 Timothy 5:19—that there is corroborating evidence that the erring individual has sinned or is continuing to sin, that he or she has been appropriately confronted, and that he or she has refused to repent, then the Pastors shall inform the membership at a regularly scheduled worship service in order that the church may call the erring individual to repentance. If the erring individual demonstrates repentance, then notice to that effect may be given at a regularly scheduled worship service. However, if the erring individual does not repent in response to the church in its collective call to repentance, then
 - (4) He or she shall be publicly dismissed from the membership of LACBC at a regularly scheduled worship service. If the erring individual, after such dismissal, heeds the warning, demonstrates repentance, and requests reinstatement before the Pastors, then he or she shall be publicly restored to all the rights, duties, privileges, and responsibilities of membership.
- C. Notwithstanding the foregoing, the Pastors, in the exercise of their discretion, may proceed directly to the third (3) stage of church discipline, (i.e. the informing of the membership at a regularly scheduled worship service in order that the church may call the erring individual to repentance) or to the fourth (4) stage of church discipline, (i.e. the dismissal from the membership) when one or more of the following have occurred:
- (1) Where the transgression and the refusal to repent have been public, i.e. openly and to the offense of the whole Church (1 Corinthians 5:1–5);
 - (2) Where the disciplined party has taught or otherwise disseminated doctrine deemed false or erroneous by the Pastors, then chosen to disregard the direction and reproof of the Pastors (Romans 16:17);
 - (3) Where the disciplined party has been warned twice to cease from factious and divisive conduct and has chosen to disregard that warning (Titus 3:10–11).
- D. The members of LACBC agree that there shall be no appeal to any court because of the dismissal or because of public statements to the members and others in attendance at the third (3) or fourth (4) stages of church discipline.
- E. Separate and apart from the process of church discipline, but subject to the discretion and approval of the Pastors, a LACBC member or any other individual may be notified that he or she is not to be present upon church premises and/or attend any LACBC sponsored event for such a period of time as is deemed necessary for the safety and well-being of others. Such required absence may but need not be concurrent with church discipline of that person.

6.05 Termination of membership: Membership is terminated in any of the following ways:

- A. The individual is deceased.
- B. The individual has received membership in another church of like faith and order.
- C. The individual has been dismissed from membership by action of LACBC, according to the provisions of Section 6.04(B)(4) of these Bylaws.
- D. The individual has become affiliated with a church of a conflicting faith as determined by the Pastors.
- E. Subject to the discretion and approval of the Pastors, the names of any church members who have not attended a LACBC authorized worship service, class session or fellowship group for a period of six months or longer may be removed from the membership rolls.

F. By requesting in writing that their membership be removed.

6.06 Membership qualification for selected positions:

- A. Only Active Members qualify for the following recognized positions: pastor (elder, overseer), deacon, counselor, clerk, director of a LACBC program and/or organization, teacher, treasurer, trustee and/or a committee member.
- B. Employed ministerial leaders shall qualify as Active Members of LACBC promptly following their appointment to their respective positions.
- C. Should an individual filling any of the aforementioned positions become an inactive member or have his membership terminated, he shall automatically forfeit that position.

ARTICLE VII – LACBC Meetings

7.01 The term “meetings” shall include, but not be limited to, times of worship and prayer, weddings, funerals, baptisms, business meetings and the Lord’s Supper.

7.02 Routine, non-controversial business may be transacted at any worship service as necessary with the approval of the Pastors. Such business is further defined as excluding business reserved for an Exceptional Business Meeting, business which involves a transaction of real property; or business which involves doctrine or denominational affiliation. A quorum shall consist of the Active Members who are present in the worship service.

7.03 Business meetings shall be held at the principal office of LACBC or at such other place within Los Angeles County in California as may be designated from time to time by the Pastors. There are three (3) classes of business meetings; Annual Business Meetings, Special Business Meetings and Exceptional Business Meetings.

- A. Annual Business Meeting. An Annual Business Meeting of the members shall be held annually at such date, time and place as determined by the Pastors. This meeting shall be the annual membership meeting. Notice of the meeting shall be given as specified in 7.03 (B)(2) of this Article. The purpose of this meeting shall be to adopt an annual budget and receive reports. Subject to Section 7.02(B) of this Article, any other proper business may be conducted at this meeting. The quorum shall consist of the Active Members who attend the business meeting.
- B. Special Business Meeting. A Special Business meeting may be held at any time to consider special matters of significant or urgent nature, subject to the following provisions:
 - (1) A Special Business meeting may be called by any one of the following: The Pastors; the President of the Board of Trustees; the Executive Council; twenty-five percent (25%) or more of the Active Members.
 - (2) Notice of all Special Business meetings shall be given in such a way that the general nature of the business to be transacted is clearly described, along with a statement of the time, date, and place of the meeting. Notice of the Special Business meeting may be given by any of the following methods, and such notice shall start at least two weeks prior to the meeting:
 - A. Distribution of written matter (as stated above) to the membership in attendance at two regular Sunday worship services; and/or,
 - B. Mailing of written matter (as stated above) to those Active Members for whom it has in its records a current mailing address; and/or,
 - C. Oral announcement of the matter to the membership at two consecutive regular Sunday worship services.
 - (3) The quorum shall consist of the active members who attend the Special Business meeting.
 - (4) Each Active Member is entitled to one vote. Voting by proxy is prohibited.

- C. Exceptional Business Meeting. An Exceptional Business Meeting may be held as necessary. Such exceptional business meetings shall be subject to the following provisions:
- (1) Such meetings shall be limited to:
 - A. The election or removal of trustees and/or Pastors.
 - B. The disposition of all or substantially all of the assets of LACBC.
 - C. The merger or dissolution of LACBC.
 - D. The amendment of the Articles of Incorporation or the Bylaws of LACBC.
 - E. Dealing with matters related to the California Nonprofit Corporations Code.
 - (2) An Exceptional Business Meeting may be called at any time by any one of the following: The Pastors; the President of the Board of Trustees; the Executive Council, twenty-five percent (25%) or more of the Active Members.
 - (3) A minimum of Forty percent (40%) of the Active Membership shall be present at the start of the meeting to constitute a quorum for the transaction of business. Two-thirds of the Active Members present must vote in the affirmative to approve any action.
 - (4) The notice shall be as specified as in 7.03(B)(2).

7.04 The following general provisions shall apply to all business meetings of LACBC:

- A. Where Scripture is clear regarding any matter brought forth in a business meeting, every effort shall be made to comply with Scripture, and compliance shall not require a vote, but only the method of such compliance shall be voted on.
- B. Parliamentary procedure shall be governed so as to maintain fair, clear and orderly communication so that those members who are present understand.
- C. Only Active Members are qualified to vote and each Active Member is entitled to one vote on each matter submitted to a vote.
- D. Cumulative voting shall not be authorized for the election of the trustees or for any other purpose.
- E. Active Members entitled to vote shall not vote or act by proxy.
- F. The Pastors shall select an LACBC Active Member to act as the moderator at the business meeting.
- G. All business meetings shall be opened with prayer.

ARTICLE VIII Trustees

- 8.01 The Board of Trustees shall consist of not less than three (3) members.
- 8.02 Each trustee shall be elected for a term of one (1) year, or until a successor is elected
- 8.03 Active Members may elect a trustee or trustees at any time to fill any vacancy on the Board of Trustees. Should LACBC fail to act within ninety (90) days of the creation of the vacancy, such vacancy may be filled by a majority of the trustees then in office, whether or not less than a quorum, or by the sole remaining trustee.
- 8.04 Trustees may be removed prior to the conclusion of the term of office at the discretion of LACBC acting in a properly called Exceptional Business Meeting.
- 8.05 The trustees, together with the Executive Council, are hereby designated as the directors of the corporation as that term is defined and used in the California Nonprofit Corporations Code, provided, however, that the activities and affairs of LACBC shall be conducted and its powers shall be exercised as allocated in these Bylaws, and the designation herein of the trustees as directors shall not grant to them any power which is expressly or impliedly granted by these Bylaws, or by custom and usage, to the members of LACBC or to any other board, committee, group, position, person, or combination of persons.

- 8.06 The Pastors shall recommend to the members of LACBC persons for election to the Board of Trustees. Any Active Member may nominate other persons for election to the Board of Trustees. The nominees receiving the highest number of votes shall be elected as trustees.
- 8.07 The trustee officers shall also be the officers of the corporation. The officers shall be a President, a Secretary, a Treasurer (Chief Financial Officer), and such other officers as the trustees or LACBC may deem necessary for their work. Any number of offices may be held by the same person except that neither the secretary nor the Treasurer may serve concurrently as the president. The Board of Trustees shall choose the president and the secretary from among their number, unless the members should designate the officers at the time of their election. The Treasurer shall be the Chief Financial Officer. One function of the Trustees shall be to sign such instruments and documents as are necessary or advisable in the name of, on behalf of, and at the direction of LACBC.

ARTICLE IX Pastors

- 9.01 The terms Pastor, Elder, Overseer, and Bishop as used in the New Testament are different names for the same office and are often used interchangeably and/or to describe different functions within the same office. (Titus 1:5, 7; Acts 20:17, 28; 1 Peter 5:1-2) In these Bylaws, the term Pastor is used and shall be considered the same as Elder, Overseer, and Bishop. Though men and women are spiritual equals before the Lord (Galatians 3:25-29), the office of Pastor is reserved for men (1 Timothy 2:12-13).
- 9.02 All Pastors are to meet and maintain the Biblical qualifications of 1 Timothy 3:1-7 and Titus 1:5-9, demonstrate an exemplary commitment to the church in line with the church's membership covenant, and proactively keep one another accountable in this regard. All Pastors must demonstrate a desire to serve, an ability to teach, and a character worthy of imitation.
- 9.03 Pastors are responsible for discerning the will of God for LACBC, overseeing its implementation and leading the members to fulfill it. In keeping with the principles set forth in Acts 6:1-6; 1 Timothy 3:1-7; 5:17; Titus 1:5-9; James 5:14; and 1 Peter 5:1-4, the Pastors shall seek the mind of Christ through the guidance of the Holy Spirit and the word of God as they undertake the work of shepherding God's flock. The Pastors are fundamentally the church's leading theologians of the Word, namely pastor-theologians. The Pastors shall teach and exhort; refute those who contradict the truth; pray for the sick; care for the church's members; devote themselves to prayer, to the government of the church and to ministry. The Pastors shall provide oversight of the congregation and lead the church to fulfill its mission.
- 9.04 When deemed necessary, the Pastors may nominate other qualified men among the members to become Pastors. All candidates to become Pastors, whether as lay Pastors or employed Pastors, shall be presented to the membership in an Exceptional Business Meeting and affirmed by a minimum two-thirds of those Active Members present.
- 9.05 Each employed Pastor shall serve as such until the relationship is terminated by his resignation, by a majority of the Pastors, or by the request of a majority of the LACBC Active Members in an Exceptional Business Meeting.
- 9.06 The term of office for lay Pastors ends each year at the General Business Meeting. At the discretion and approval of the Pastors, current lay Pastors may have their office extended for an additional term without a vote of the congregation. The Pastors shall announce to the congregation at each General Business Meeting which lay Pastors are having their service continued for another term. Additionally, a Pastor's term of office may be terminated by resignation or by dismissal pursuant to 7.03(C)(1)(a).

- 9.07 Pastors are to protect the body by being deeply involved in the ministry of the Word. While the primary duty of some lay Pastors may not be preaching from the pulpit, each Pastor is to play an active role in discerning what is to be communicated and provide constructive feedback on the content of what is taught.
- 9.08 The Pastors may choose to operate among themselves by consensus through discussions, and/or delegation, with designated titles if deemed necessary (e.g. Lead Pastor, Spanish Teaching Pastor, Associate Pastor, Lay Elder, etc.), with job descriptions and expectations if deemed necessary, to fulfill their duties, but each Pastor with delegated responsibilities must have at least a simple majority approval of all the other Pastors for their delegated responsibilities to proceed with action. Any Pastor may request to the rest of the Pastors to make decisions and/or stop an action through an in-person, majority vote meeting with recorded minutes at the principal office.
- 9.09 LACBC shall work to maintain a plurality of Pastors (Elders, Overseers) as modeled in the New Testament. (Acts 14:23, 15:2, 4, 6, 22, 24, 16:4, 20:17-18, 1 Timothy 4:14, 5:17, Titus 1:5, James 5:14 & 1 Peter 5:1).

ARTICLE X LACBC Pastors' Ministry Team

The Pastors' Ministry Team exists to provide assistance, council, and protection for the Pastors in their responsibilities and tasks. The Pastors' Ministry Team include all members serving under the oversight of the Pastors, whether paid or unpaid, to assist the Pastors.

- 10.01 The Pastors may assign responsibility for any ministerial and/or administrative tasks to any member(s) of the Pastors' Ministry Team. Members of the Pastors' Ministry Team may be appointed by the Pastors to maintain, revise, and/or update as needed, the church's Policies and Procedures Manual.
- 10.02 The Pastors may recruit additional Pastors' Ministry Team members as necessary to further the stated purposes of the church.
- 10.03 The Pastors may set terms, responsibilities, and serving duration commitments to evaluate and renew the services and tasks of the Pastors' Ministry Team members.

ARTICLE XI Deacons/Deaconesses

- 12.01 All deacons and deaconesses, whether male or female, must be Active Members of LACBC and must possess the requisite qualifications outlined in 1 Timothy 3:8-13. He/she must adhere to the Statement of Faith of LACBC as the teaching position of the church, support the LACBC Mission Statement, and serve under the oversight of the Pastors to fulfill the mission of LACBC.
- 12.02 In accordance with the meaning of the word and the practice of the New Testament, the office of deacons/deaconesses exist as the recognized servants of the church, and to serve under the leadership of the Pastors. Their work shall include but not be limited to the following:
- A. Ministries of compassion, mercy, and benevolence to serve the needs of the members of LACBC and the neighbors of the church's community;
 - B. Assisting the Pastors in corporate worship, welcoming guests, preparations for baptisms, and the celebration of the Lord's Supper;
 - C. Assisting the Pastors in membership care, facility care, and financial matters; and,
 - D. Assisting the Pastors in carrying out the specific ministry tasks assigned to them.
- 12.03 The appointment of each deacon/deaconess, along with the description of his/her duties and length of service, will be done by the Pastors in cooperation with any ministry leaders related to that deacon/deaconess position.

- 12.04 Before any deacon/deaconess is approved, he/she will be presented to the congregation for two consecutive Sundays. During that time, members of LACBC may contact the Pastors should they feel the person is biblically unqualified. If no valid objection is brought to the elders, the person will be appointed by the Pastors on the Sunday following the two-week nomination period.

ARTICLE XIII Records and Reports

- 13.01 The following records and reports shall be maintained at LACBC's principal office or be accessible on a digital device belonging to LACBC.
- A. Adequate and correct books and records of accounts (financial records).
 - B. Minutes of the proceedings of its business meetings, Pastors' meetings, Executive Council meetings, and Trustees' meetings.
 - C. A record of the membership.
 - D. Contribution statements for contributors.
 - E. LACBC Policies and Procedures Manual.
- 13.02 Unless prohibited by law, or elsewhere in these bylaws, the LACBC records and reports listed below shall be made available to any Active Member upon request. If a record or report falls within the jurisdiction of a committee, the request will be directed to the appropriate committee.
- A. Budget, Income Statement, Balance Sheet, and Designated Fund Summary for current year and previous three years.
 - B. Minutes of the proceedings of LACBC business meetings, Pastors' meetings, Executive Council meetings, and trustees' meetings.
 - C. A record of members' names.
 - D. Contribution records specifically for the individual or household unit requesting the record.
 - E. LACBC Policies and Procedures Manual.

ARTICLE XIV Executive Council and Committees

- 14.01 The church shall elect an Executive Council as a standing committee and such other standing committees as are necessary to fulfill the requirements of these Bylaws, or as the church otherwise deems necessary. The Executive Council serves to provide chief accountability for administrative, financial, and compliance matters of LACBC, and serves as the Personnel and Nominating Committees. In consultation with the Pastors, the Executive Council will recommend to the church any updates to compliance requirements for all staff and volunteers, and the annual budget for the upcoming year at the Annual Business Meeting. Fiscal year will begin on the first day of January, and end on the last day of December. Actions of the Executive Council require a majority vote among the members of the Executive Council.
- A. Neither the Executive Council nor any other standing committee shall have or exercise unilateral authority to act on any matter not expressly granted to it in these Bylaws or by action of the church.
 - B. To more effectively manage its responsibilities, the Executive Council may organize into officers (chairman, co-chairman, secretary), subcommittees, and/or appoint ad hoc committees.
 - C. The standing committees of the church shall be listed, and their duties outlined, in the Policies and Procedures Manual. Policies governing each ad hoc committee shall be developed at the time of, or before, the first official meeting of any such committee, shall require subsequent approval by the Executive Council, and shall be maintained in the Policies and Procedures Manual until the committee is dissolved.

- D. If the Office of Pastors is vacant, the Executive Council shall recruit and recommend a pastor search committee, to nominate qualified candidate(s) to become Pastor(s). All candidates to become Pastors, whether as lay Pastors or employed Pastors, shall be presented to the membership in an Exceptional Business Meeting and affirmed by a minimum two-thirds of those Active Members present.
- 14.02 The Executive Council shall consist of a minimum of three (3) Active Members, each elected to a term of three (3) years.
- A. Terms of office shall overlap in such a manner that at least one (1) member is elected each year. Members may not be nominated to serve consecutive terms.
 - B. The Executive Council is expected to present a slate of nominees for election to the Council at the Annual Business Meeting of each year. The presentation of a slate of nominees and their election shall not be delayed beyond the next Annual Business Meeting thereafter. Any Active Member of the church may present additional nominations for consideration by the church.
- 14.03 The Executive Council, in consultation with the Pastors and the Trustees, has full authority to initiate legal or Alternative Dispute Resolution proceedings in order to enforce a contract or agreement made by and between the church and an employee or member, or any vendor or other person, or in order to attempt recovery of church assets which have been, or may be, lost due to a breach of such contract or agreement, or to make a demand for specific performance of such contract or agreement.
- A. The Executive Council may delegate such authority to any member(s) of the Council, Trustees, or Pastors.
 - B. The Executive Council will authorize funds for necessary legal or administrative expenses incurred in pursuit of actions initiated under this Section or in defense of the church, whether or not covered by a contract of insurance and notwithstanding the fact that there may be no express provision for such expense in the current annual budget. The Treasurer shall advise the Executive Council concerning the disbursement of such funds.

ARTICLE XV LACBC Ministries

LACBC shall maintain services, endeavors, programs, and organizations for worship, discipleship, fellowship, prayer, witness, evangelism, ministry, service, education, and missions it deems necessary to fulfill its purpose as stated in Article III, including but not limited to:

- A. Regular worship services held publicly on Sunday and/or on a weekday evening of each week at the time designated by the Pastors.
- B. The Lord's Supper celebrated at least quarterly on the dates and hour as may be determined by the Pastors.

ARTICLE XVI Dissolution

- 16.01 If at any time LACBC shall be dissolved or should cease to function as a cooperating Southern Baptist church, the property and assets of LACBC, both real and personal, shall be distributed to an entity affiliated with the Southern Baptist Convention.
- 16.02 LACBC shall be determined to have ceased functioning as a cooperating Southern Baptist church when any of the following conditions prevail:

- A. Should a statement to that effect be adopted by the Southern Baptist Convention, or their successors. Such a statement, to be valid, must include specific mention of the basis for its adoption.
- B. Should LACBC be denied (on the basis of not being a cooperating Southern Baptist church) in an attempt to seat messengers at the Southern Baptist Convention, or their successors.
- C. If the Active Members vote to merge the church into a non-Southern Baptist church and/or vote to no longer affiliate themselves with Southern Baptist at the national and/or state level.

ARTICLE XVII Amendments

- 17.01 Changes in these Bylaws shall be made at an Exceptional Business Meeting, according to the provisions of Section 7.02C of these Bylaws.
- 17.02 Amendments to the Bylaws shall receive at least a two-thirds vote of the Active Members who are present and voting in the Exceptional Business Meeting, except that Article XVI shall require a three-fourths vote of the same.
- 17.03 Amendments to the Bylaws shall take effect immediately upon approval unless provided otherwise at the time of the vote on the amendment.

ARTICLE XIII Matters Subject to Alternative Dispute Resolution

- 18.01 To protect the church from unnecessary entanglement with the secular civil courts of the State of California or the federal government, the Members and employees of LACBC agree to submit any legal dispute with LACBC and/or any member of LACBC, for mediation before a mutually agreed-upon mediator.
- 18.02 The Executive Council shall adopt Alternative Dispute Resolution and/or Arbitration Policies governing all temporal and spiritual disputes which may arise between the church and any of its members or employees. The adopted policies shall be maintained in the Policies and Procedures Manual. The preference of Arbitrator and Rules of Arbitration shall be specified in the Arbitration Policies, and the Arbitrator shall have the authority to determine the arbitrability of the dispute.

ARTICLE XIV Insurance and Indemnification

- 19.01 LACBC will purchase and maintain liability insurance on behalf of all staff and volunteers of LACBC. Should any staff or volunteer of LACBC incur any liability as a result of their affiliation with or service to LACBC that is not covered by LACBC's insurance policy, and should such liability result in any out-of-pocket cost to such individual, then such individual may request indemnification from LACBC if the individual was acting on behalf of LACBC in good faith and within the scope of authority designated to the individual by LACBC. If such request is made by an individual who is not currently serving on the Executive Council, then the indemnification decision (whether to indemnify the requesting individual, and the dollar amount of such indemnification) will be made by the Executive Council. Such decision of the Executive Council will be final. If the indemnification request is being made by a person who is currently serving on the Executive Council, then the indemnification decision (whether to indemnify the requesting party, and the dollar amount of such indemnification), will be made by the remaining disinterested members of the Executive Council. A decision on the indemnification request by a majority of disinterested members of the Executive Council will be final.

**Appendix 1:
Los Angeles City Baptist Church Covenant**

Having been brought by God's grace to repent and believe in the Lord Jesus Christ, and having been baptized as our public proclamation of faith, we now by God's grace joyfully commit to our covenant together.

1. We commit to make disciples, care for our city, and reach the world, through the Gospel of Jesus. (Matthew 28:18-20, Matthew 9:35-38, Revelation 7:9-10)
2. We commit to pursue holiness and growth in Christ together through discipleship and accountability, celebrating our growth together and confessing our sins to one another, with formative and corrective disciplines. (Matthew 16:15-19, Matthew 18:15-20, Matthew 22:36-40, Acts 2:42, 2 Timothy 2:1-2, James 5:16)
3. We commit to cultivating grace-based relationships by loving one another (John 13:34-35), serving one another (Gal. 5:13), forgiving one another (Eph. 4:32), encouraging one another (1 Thes. 5:11), comforting one another (1 Thes. 4:18), being patient with one another (Eph. 4:2), and bearing one another's burdens (Gal. 6:2).
4. We commit to live compassionately in our community by strengthening families, caring for the vulnerable, and bringing relief to those in need. (James 1:27, Acts 16:31-34, Psalm 127:3-5, Galatians 2:10, Proverbs 19:17)
5. We commit to cooperate with fellow like-minded churches to better engage in our Gospel witnessing, to help plant more churches, and to faithfully obey the Great Commission. (Ecclesiastes 4:9-12, Acts 15:1-35, 2 Corinthians 8:1-9:15)

As a member of LA City Church (Los Angeles City Baptist Church),

6. I commit to worship God corporately in regular assembly with my church in our Lord's Day services, so long as I am physically able. (1 Corinthians 11:17-26, Hebrews 10:24-25, Colossians 3:16, Acts 2:42-47)
7. I commit to worship God privately in daily prayer, in daily meditation of the Bible, and in living out the Gospel to my family. (Colossians 4:2, 2 Timothy 3:16-17, 1 Timothy 5:8)
8. I commit to give to my church intentionally, sacrificially, and cheerfully. (2 Corinthians 9:6-7, Hebrews 13:16, Acts 4:32-37)
9. I commit to use my spiritual gifts to serve the needs of my church and to build up my fellow church members. (1 Corinthians 12:12-26, Ephesians 4:11-16, Romans 12:3-8)
10. If I move away from this place of fellowship, I commit to unite with another church where I can carry out the spirit of this covenant and the principles of God's Word. (Hebrews 13:17, 1 Peter 5:1-5, Matthew 28:18-20)

May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with us all. Amen. (2 Corinthians 13:14)

END