

# Royal Lane Baptist Church Bylaws

6707 Royal Lane, Dallas Texas 75230

## PREAMBLE

Recognizing that Jesus Christ is our Savior and that we are called to Christian service, we ordain and adopt these bylaws, not to restrict, impair, or hinder our worship of God, but to facilitate and promote the orderly process of carrying on God's work as Royal Lane Baptist Church ("the church"). These bylaws contain the fundamental principles and rules regarding the functional operation of the church and stand as the governing document of this church.

These bylaws are subject to, and governed by, the Texas Non-Profit Corporation Act and the Articles of Incorporation of Royal Lane Baptist Church. In the event of a direct conflict between the provisions of these bylaws and the mandatory provisions of the Texas Non-Profit Corporation Act, the Texas Non-Profit Corporation Act will be controlling. In the event of a direct conflict between the provisions of these bylaws and the Articles of Incorporation of Royal Lane Baptist Church, these bylaws will be controlling.

## ARTICLE I - NAME

The name of this church shall be Royal Lane Baptist Church.

## ARTICLE II – CHURCH GOVERNMENT

**2.1 Form of Government.** This church shall have a congregational form of government and, unless provided otherwise by these bylaws, actions of the church shall be by a simple majority of the votes cast by the church membership present and voting.

Unless inconsistent with these bylaws, the rules contained in Robert's Rules of Order Newly Revised Twelfth Edition shall govern all church conferences, deacons meetings and program council meetings.

**2.2 Powers.** Royal Lane Baptist Church is a non-profit corporation and shall have all of the powers, duties, authorizations, and responsibilities as provided in the Texas Non-Profit Corporation Act; provided, however, Royal Lane Baptist Church shall neither have nor exercise directly or indirectly in any activity, that would invalidate its status as a corporation that is exempt from federal income taxation as an organization described in Section 501(c)(3) of the Code.

## ARTICLE III – PURPOSE AND MISSION

This church is organized exclusively for charitable, religious, educational, and scientific purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding sections of any future federal tax code.

The mission of this church as an inclusive fellowship shall be to promote and facilitate the worship of God, the proclamation of the Gospel, Christian education and training, justice and advocacy activities, ministry, service, and fellowship with God and each other.

#### **ARTICLE IV – AFFILIATION AND SUPPORT**

Preserving the autonomy of this church, we reserve the right to affiliate with, fellowship with, and partner in ministry with:

**4.1 Congregational Affiliations.** Organizations with whom we align for broader Baptist purposes and denominational goals. The process to affiliate is as follows:

4.1.1 Upon recommendation from the Congregational Affiliations Committee, in coordination with the Justice and Advocacy Division and the Ministerial Staff,

4.1.2 Upon approval by the Board of Deacons and followed by approval of the Congregation, and then

4.1.3 Upon the Congregation’s approval of the Annual Church Budget as presented by the Justice and Advocacy Division.

**4.2 Strategic Partners.** Organizations with whom we partner for more specific faith-based objectives. The process to affiliate is as follows:

4.2.1 Upon recommendation from the Justice and Advocacy Division, with support from the Congregational Affiliations Committee and the Ministerial Staff,

4.2.2 Upon approval by the Board of Deacons, and then

4.2.3 Upon the Congregation’s approval of the Annual Church Budget as presented by the Justice and Advocacy Division.

**4.3. Justice and Advocacy Ministries.** Organizations and groups with whom we associate for local justice and advocacy activities and ministry opportunities. The process to affiliate is as follows:

4.3.1 Upon recommendation from the Justice and Advocacy Division and the Ministerial Staff, and then

4.3.2 Upon the Congregation’s approval of the Annual Church Budget as presented by the Justice and Advocacy Division including discretionary funds budgeted in the Justice and Advocacy Activities line item to be dispersed as needed by the Justice and Advocacy Division.

#### **ARTICLE V – CHURCH MEMBERSHIP**

##### **5.1 Reception of Members**

5.1.1 Upon affirmation by the congregation, any person who professes faith in Jesus Christ upon baptism will be accepted as a member of the church.

5.1.2 Upon affirmation by the congregation, any person who promises a letter of membership from another Baptist church shall be accepted as a member.

5.1.3 Upon affirmation by the congregation, any person professing faith in Jesus Christ and who has experienced some mode of baptism shall be accepted as a member without a requirement of re-baptism.

5.1.4 Upon affirmation by the congregation, any person who wishes to associate with the church but retain membership in another church and who otherwise meets the criteria for reception as a member shall be accepted as an associate member under the watch care of the congregation.

5.1.5 If there be any dissent as to affirmation by the congregation, the matter shall be referred to the Pastor and the Board of Deacons who shall bring their recommendations to the next regularly scheduled church conference.

## **5.2 Membership**

5.2.1 A letter of demission shall be granted to or on behalf of any member wishing to affiliate with another church.

5.2.2 A member shall be removed from the membership upon the member's request. Additionally, a member may request changes to their membership status.

5.2.3 A member shall be removed from the membership upon verification by church office administrative staff that the person has affiliated with another church.

5.2.4 A member shall be removed from the membership upon the member's death.

5.2.5 The Board of Deacons may authorize periodic reviews of the membership to update as necessary.

5.2.6 Three-fourths of members present and voting at any regular or special church conference may expel a member whose actions are considered to impede the church's mission.

## **5.3 Privileges and Responsibilities of Membership**

5.3.1 Every church member shall be entitled to vote on all matters presented to the congregation.

5.3.2 Every church member shall be eligible to serve in any capacity, except as otherwise stated by these bylaws.

5.3.3 Every church member shall support the programs and ministries of the church as they are able by contributing their time, talents, and tithes.

5.3.4 An associate member, as defined in Article 5.1.4, shall be eligible to serve on church committees and have all privileges and responsibilities of membership. However, an associate member shall not be entitled to vote on matters presented to the congregation or serve as a church officer, committee chair, or deacon.

## ARTICLE VI – CHURCH CONFERENCES

### 6.1 Regular Church Conferences

6.1.1 Regular church conferences shall be held quarterly with the first quarter's church conference being designated as the annual business conference.

6.1.2 Notice to reconvene an adjourned or recessed conference shall be given as in the case of any special church conference.

6.1.3 All regular church conferences shall be held on the church premises or by virtual means.

### 6.2 Special Church Conferences

6.2.1 Special church conferences of the members may be called:

6.2.1.1 Upon the majority vote of the members of the Board of Deacons at a regular or special meeting of the Board of Deacons, or

6.2.1.2 At the request of the Pastor, or

6.2.1.3 At the written request of two church officers, as defined in Article IX, or

6.2.1.4 Upon request by at least 25 church members.

6.2.2 Written notice, stating the day and hour of the special church conference and the purpose or purposes for which the conference is called, shall be given not less than seven days, no more than 30 days before the date of the church conference. Notice shall appear in the church newsletter or order of worship, and by announcement at the Sunday morning service immediately preceding the special church conference.

6.2.3 All special church conferences shall be conducted on church premises or by virtual means and all business transacted at the conference shall be confined to the items of business stated in the written notice.

**6.3 Quorum.** The number of church members present, either in person or by online attendance, at any church conference shall be deemed to constitute a quorum.

**6.4 Voting.** The membership may take any action or adopt any resolution upon a simple majority vote of the members present and voting, except for:

6.4.1 The election of the Pastor (requires three-fourths of members present and voting; see Article 7.5.7);

6.4.2 Amendment to these bylaws (requires two-thirds of members present and voting; see Article 11.1.);

6.4.3 The election of an Interim Senior Pastor (requires three-fourths of members present and voting; see Article 7.4.2).

**6.5 Proxies.** At any church conference, members shall vote in person or online, and not by proxy.

### 6.6 Eligibility to Vote

6.6.1 Each church member is entitled to vote at any church conference unless otherwise stated in these bylaws.

6.6.2 The church office staff shall maintain a list of the names and addresses of all the members eligible to vote at the church conference.

6.6.3 The voting list shall be available for inspection at the church premises by any member prior to the church conference.

## **6.7 Procedure**

6.7.1 The current deacon chair may appoint a parliamentarian.

**6.8 Calculating Notice.** In computing any period of time prescribed or allowed herein; the day of the notice, act, or event after which the designated period of time begins to run is not to be included. The last day of the period is to be included.

## **ARTICLE VII – ROLE OF PASTOR**

**7.1 Senior Pastor.** This church shall have a Senior Pastor whose term of office is indefinite. The Senior Pastor shall have responsibilities to provide leadership in the fulfillment of the purposes set forth in Article III of these bylaws, including the supervision and review of all paid staff, including ministers. The Senior Pastor shall be a nonvoting, ex-officio member of all church committees.

**7.2 Change of Senior Pastor.** In the event the Senior Pastor makes the decision to resign from the position, the Senior Pastor shall give 30 days' notice of their intent to resign to the Board of Deacons.

7.2.1 Notice must be in writing and delivered by email, U.S. mail, or hand delivery.

7.2.2 Notice is to be made to the Deacon Chair, Deacon Vice Chair, and at least one other member of the Board of Deacons.

7.2.3 The Board of Deacons will meet as soon as possible to act on the Pastor's resignation and vote on accepting the resignation.

7.2.4 A church conference will be held, and the congregation will act on the resignation.

**7.3 Dismissal by the Church.** In the event the Board of Deacons raises the issue of whether it would be in the best interest of the church to dismiss the Senior Pastor, the issue may proceed only in the following manner. At the next regular meeting of the Board of Deacons, the Deacons shall vote on whether to consider officially terminating the employment of the Senior Pastor. If a majority of those present vote to officially consider terminating the Senior Pastor, the matter will proceed as follows:

7.3.1 The Deacon Chair will, within five days of the above vote, call a special meeting of the Board of Deacons for the purpose of taking a record vote of the deacons on whether to terminate the Pastor. At least three days' notice is required and the special meeting must take place within ten days of such notice being given.

7.3.2 At the special meeting of the Board of Deacons, the Board will take up the matter of terminating the employment of the Senior Pastor. The vote will be by written ballot. If a majority of those present votes to terminate the employment of the Pastor, the Board of Deacons will then make that recommendation to the full congregation.

7.3.3 In the event the Board of Deacons votes to recommend dismissing the Senior Pastor, the Board will make such recommendation at a church conference specially called for that purpose with at least seven days written notice. At this specially called church conference, the membership shall, by majority vote of those members present, determine whether to dismiss the Senior Pastor.

7.3.4 In the event the church membership votes to dismiss the Pastor, the office of Senior Pastor shall immediately become vacant.

**7.4 Interim Senior Pastor.** In the event of a vacancy in the office of Senior Pastor, the Board of Deacons shall be responsible for obtaining an Interim Senior Pastor, who shall serve during the period that the office of Senior Pastor is vacant. An Interim Senior Pastor shall be called in the following manner:

7.4.1 The Board of Deacons shall perform a prayerful search and recommend an Interim Senior Pastor to the church membership.

7.4.2 The call of an Interim Senior Pastor shall be by an affirmative vote of at least three-fourths of those members present and voting by written secret ballot of the church membership at a regular Sunday morning worship service after at least three days prior written notice to the church membership that such balloting will take place.

7.4.3 The Interim Senior Pastor shall not be eligible to apply for the position of Senior Pastor.

**7.5 Senior Pastor Search.** In the event of a vacancy in the office of Senior Pastor, a new Senior Pastor shall be called in the following manner:

7.5.1 The Member Resource Committee shall solicit written recommendations from the church membership of persons to serve as a Pastor Search Committee by including an appropriate form for making such recommendations in (a) the regularly published church newsletter or a special mailing to the church membership, and (b) the regular Sunday morning order of worship.

7.5.2 The Board of Deacons shall nominate no fewer than seven persons and no more than 11 persons, who agree to serve, as a Pastor Search Committee from said written recommendations of the church membership.

7.5.3 The nominees shall be placed before the church membership for election at a church conference specially called for the purpose of selecting a Pastor Search Committee with at least seven days written notice to the church membership of such election.

7.5.4 Additional nominations may be made from the floor at said special church conference, provided that any such additional nominees have agreed to serve if elected.

7.5.5 The number of persons nominees receiving the highest number of votes cast at said special church conference shall constitute the Pastor Search Committee.

7.5.6 The Committee shall select its own chair and, after a prayerful search, shall recommend a new Senior Pastor to the church membership.

7.5.7 The call of a new Senior Pastor shall be by an affirmative vote of at least three-fourths of those church members present and voting, by written secret ballot of the church membership at a regular Sunday morning worship service after at least seven days prior written notice to the church membership that such balloting will take place.

7.5.8 A compensation committee consisting of the chair of the finance committee, the chair of the personnel committee, the chair of the Pastor Search Committee, and the vice chair of the board of deacons will establish a range of compensation (salary and benefits), to be used by the Pastor Search Committee when discussing such matters with candidates for the position of Senior Pastor. Negotiations outside the established range must be in consultation with the compensation committee, with a final decision being the responsibility of the Board of Deacons.

## **ARTICLE VIII – DEACONS**

**8.1 Deacons.** This church shall have a Fellowship of Deacons consisting of deacons selected from the church membership and ordained by this church or ordained by another church of like faith and order. Deacons are expected to faithfully support the church’s purposes, mission, and ministries through prayer, attendance, and financial support. The fellowship shall consist of two groups: (i) the Board of Deacons and (ii) the Reserve Deacons.

**8.2 Deacon Board Composition.** The Board of Deacons shall be comprised of 18 deacons, each of whom shall serve a term of three years.

8.2.1 The Senior Pastor and the Treasurer, if such Treasurer is not then on the Board of Deacons, shall be nonvoting ex-officio members of the Board of Deacons. The Treasurer shall be the financial advisor to the Board of Deacons.

### **8.3 Deacon Selection**

8.3.1 The Member Resource Committee, beginning in August of each year:

8.3.1.1 Shall solicit written recommendations from the church membership of persons to serve on the Board of Deacons; and

8.3.1.2 Shall provide an appropriate form for making such recommendations in at least two church orders of worship distributed on different Sunday mornings and in at least two regularly published church newsletters.

8.3.2 The Member Resource Committee shall review and supplement such recommendations and shall nominate six persons to serve on the Board of Deacons. Such nominations shall be published in the Sunday morning orders of worship for the last Sunday morning worship service in the month of September and the first Sunday morning worship service in the month of October. A notice that the church will be called

into special conference during the Sunday morning worship service of the second Sunday of the month of October for the purpose of electing six Deacons shall be included in the Sunday morning orders of worship along with the nominations.

8.3.3 Additional nominations may be made from the floor at said special conference, provided that any additional nominees have been contacted in advance and have agreed to serve if elected.

8.3.4 The church membership shall elect six deacons by secret written ballot at such special conference. The six persons receiving the highest number of votes cast shall be elected to take office on November 1.

**8.4 Vacancy of Deacons.** In the event that a vacancy occurs on the Board of Deacons, the Member Resource Committee shall meet as soon as practical to nominate a candidate to fill such unexpired term. The name of such nominee shall be published in at least one Sunday morning order of worship prior to the special election to fill such unexpired term, which order of worship shall also give notice of the date of the special election. Such special election shall be held following a regular Sunday morning worship service where additional nominations may be made from the floor, provided that any such additional nominees have been contacted in advance and have agreed to serve if elected. The election shall be by secret written ballot of the church membership with the person receiving the highest number of votes cast being elected.

**8.5 Eligibility.** No one shall be eligible for election to the Board of Deacons unless such person has been a member of this church for at least one year before their election. Upon completion of a term on the Board of Deacons, no one shall be eligible for re-election to the Board of Deacons until the expiration of one year, provided that this restriction shall not be applicable to any deacon who has been elected to fill the unexpired term of another Deacon and who has served less than one year of such unexpired term. To avoid a potential conflict of interest, no member of the Board of Deacons shall also be a full-time or permanent part-time paid member of the staff of this church. Only one member of an immediate family of the same household shall be elected to serve on the active Board of Deacons at the same time. Immediate family includes spouse, domestic partner, child, parent, or sibling.

8.5.1 Membership on the Board of Deacons may be terminated by termination of membership in this church, or upon the request of the deacon, or by death. If actions by a member of the Board of Deacons impede the mission of the church, such board member may be expelled by a three-fourths vote of the members of the Board of Deacons present at any regular or specially called meeting of the Board of Deacons.

#### **8.6 Meetings of the Board of Deacons.**

8.6.1 Meeting Times. The Board of Deacons shall meet at such times and places as mutually agreed upon by the Board of Deacons provided that the Board of Deacons shall meet at least once each month. It shall be the duty of the Deacon Chair to give reasonable notice of all such meetings. Ex-officio members, Senior Pastor and Treasurer, shall be invited.

8.6.2 Quorum. The majority of members of the active Board of Deacons must be present at any meeting to constitute a quorum.

8.6.3 Meeting Minutes. The Deacon Secretary, at each deacons meeting, shall maintain accurate minutes of the meeting. Meetings should be documented by written minutes, including the beginning and ending time, a list of members present, and the meeting agenda.

8.6.4 The Board may hold electronic meetings. These meetings may be held using electronic communication technology, provided each committee member, staff, and invited participants can hear and communicate with each other.

8.6.4.1 Participation in an electronic meeting shall constitute presence in person.

8.6.4.2 A temporary recording of a meeting may be made, provided that all attendees are aware that the recording is being made and consent to being recorded, the recording is made available only to the deacon officers, and the recording is destroyed after the minutes of the meeting are transcribed, within seven calendar days.

**8.7 Deacon Roles and Responsibilities.** The Board of Deacons shall generally be responsible for the welfare of this church and may request reports from various committees, officers, and church staff for recommendations to the church membership and shall be responsible for church policies. Further, it shall constitute the Board of Directors of the church as required by the Texas Non-Profit Corporation Act, each member of the Board of Deacons being considered a director as required by said Act.

8.7.1 Each deacon should serve as a member of at least one committee or task force.

8.7.2 The Board of Deacons shall have the power to approve or reject any recommendation of the personnel division to hire or discharge any member of the ministerial staff (other than the Senior Pastor), provided that the Board of Deacons shall timely report such actions to the members of the church.

8.7.3 The Board of Deacons shall be responsible for assisting the Senior Pastor in the preparations for and the observance of the church ordinances of communion and baptism.

**8.8 Absenteeism.** When a deacon is absent from two successive scheduled meetings, a deacon officer shall contact the absentee. This contact is intended to reflect a spirit of care, concern, and thoughtfulness. Should the deacon miss a third consecutive meeting, the deacon officers will consider transitioning the deacon to the Reserve Board of Deacons. If this is determined to be the appropriate course of action, the member's office shall become vacant and filled in accordance with Section 8.4 Vacancy of Deacons.

**8.9 Reserve Board of Deacons.** The Reserve Deacons shall consist of all deacons not currently serving on the Board of Deacons.

## **ARTICLE IX – CHURCH OFFICERS**

9.1 The Board of Deacons shall elect from its members a Chair, a Vice-Chair, and a Secretary, each of whom shall serve in such capacity for the period of one year beginning November 1. Nominations for these offices shall be made by the Board of Deacons in a manner which they shall select. Such nominations shall be made and presented to the Board of Deacons at least 15 days prior to the October meeting of the Board. Printed ballots will be given to the deacons at the October meeting. After discussion, the ballots will be marked for each officer and tallied by the Deacon Secretary and an outgoing deacon. The results will then be announced. The church officers shall be:

9.2 President: The Deacon Chair shall serve as President of this church and shall execute legal documents as required by law and at the direction of the Board of Deacons (with the approval of the church membership, where indicated by these bylaws).

9.3 Vice-President: The Deacon Vice-Chair shall serve as Vice-President of this church and shall perform the duties of the President in the event of the absence or incapacity of the President.

9.4 Secretary: The Deacon Secretary shall serve as Secretary of this church and shall be responsible for maintaining church records and the minutes of all church conferences. The Secretary shall communicate, where appropriate, the official actions of this church as directed by the church membership.

9.5 Treasurer: This church shall have a Treasurer who shall be the custodian of all church funds, keep an accurate record thereof, and disburse those funds in accordance with the church budget adopted by the church membership. No one shall be eligible for election to this office unless such person has been a member of this church for at least one year. Nominations for this office shall be by the Member Resource Committee. The Treasurer shall be elected at a regular church conference before taking office on November 1.

9.5.1 Additional nominations for this office may be made from the floor at such church conference provided that any such nominee shall have been contacted in advance and agreed to serve if elected. The person receiving the highest number of votes cast shall be elected.

9.5.2 No one can serve as Treasurer for more than three consecutive one-year terms.

## **ARTICLE X – CHURCH ORGANIZATION**

This church, in an effort to create an organizational structure and in keeping with the implementation of the task of carrying out its mission shall designate members to form those divisions as shall be necessary. Each division created under this Article shall have the power and authority to define and/or re-define the tasks of its specific division, except as defined by these bylaws, and whether to carry out such tasks in the nature of a standing committee or such other group as the majority may deem appropriate.

### **10.1 Church Program Council**

10.1.1 The church Program Council is responsible for: (a) recommending to the Board of Deacons program or policy changes for the year; and (b) implementing all approved church programming.

10.1.2 Membership on this council shall consist of the Chair, Vice-Chair, and Secretary of the Board of Deacons, Treasurer, and directors of the appropriate committees and divisions as per the Leadership Roster.

10.1.3 The Ministerial staff shall be ex-officio members.

10.1.4 The council shall be chaired by the Chair of the Board of Deacons. Members of the council must have been members of this church for at least six months.

## **10.2 Member Resource Committee**

10.2.1 The Member Resource Committee is responsible for developing and maintaining a church skills and talent inventory, for nominating qualified people for church-elected positions and for assisting with staffing task forces as needed.

10.2.2 This committee will consist of one member from each program division and will be chaired by the Vice-Chair of the Board of Deacons.

10.2.3 Members on this Committee will be nominated by the Board of Deacons and will be voted on by the church to serve for a term of one year, not to exceed three consecutive years, regardless of which division they represent.

10.2.4 The Member Resource Committee will nominate the division directors, committee chairs, and committee members for at least a one-year term, not to exceed three consecutive terms.

## **10.3 Personnel Division**

10.3.1 The purpose of this division is to provide the personnel needed to accomplish the tasks of the church.

10.3.2 Membership in this division shall consist of a Chair, Vice-Chair, and at least five members.

10.3.3 An appropriate representative from the ministerial staff shall be an ex-officio member.

10.3.4 Members of the Personnel Division shall be nominated by the Member Resource Committee for at least a one-year term, not to exceed three consecutive terms.

10.3.5 In consultation with the Senior Pastor, this division shall be responsible for:

10.3.5.1 Evaluating the needs and desirability of the employment of all paid staff except for the Senior Pastor;

10.3.5.2 Making appropriate recommendations to the Finance Division (if same would alter the approved church budget);

10.3.5.3 Making appropriate recommendations to the church membership for a vote on the employment of all paid ministerial staff except for the Senior Pastor;

10.3.5.4 Recruiting, interviewing, and employing, without a vote by the church membership, all non-ministerial staff;

10.3.5.5 Making appropriate recommendations to the Board of Deacons for a vote on the termination of any paid ministerial staff except for the Senior Pastor;

10.3.5.6 Developing and recommending to the Finance Division a salary schedule and benefit plan for all employed personnel, including the Senior Pastor; and

10.3.5.7 Administering all church personnel policies.

#### **10.4 Finance Division**

10.4.1 The purpose of this division is to develop and maintain the financial health of the church.

10.4.2 Membership in this division shall consist of a Chair, Vice-Chair, and at least five members.

10.4.3 An appropriate representative from the ministerial staff shall be an ex-officio member.

10.4.4 Members of the Finance Committee shall be nominated by the Member Resource Committee for at least a one-year term, not to exceed three consecutive terms.

10.4.5 This division is responsible for developing an annual operating budget for presentation during the annual church business conference for approval.

10.4.6 In consultation with the Treasurer, the Finance Division shall monitor monthly receipts and expenditures to manage the approved annual budget.

10.4.7 The Finance Division shall be responsible for encouraging support of the church's budget, special funds, endowments, memorial gifts, and estate gifts, in coordination with the Stewardship Committee.

**10.5 Committee Role Appointments.** All division and committee roles are subject to confirmation or appointment by the Member Resource Committee. The Member Resource Committee or Board of Deacons may, using sound judgment and reason, remove or replace any division chair or member, committee chair or member, or task force chair or member by a majority vote. Any individual subject to removal or replacement will be contacted before such removal or replacement.

### **ARTICLE XI – AMENDMENT AND REVISION OF BYLAWS**

**11.1 Amendment and Revision of Bylaws.** These bylaws may be amended or revised by a two-thirds vote of members present and voting at any church conference, regular or called. At least 30 days prior written notice must have been given to the church membership of the action proposed and the time and date on which such amendments or revisions are to be voted upon. When voting on multiple amendments or revisions, all such amendments or revisions will be considered individually.

## ARTICLE XII - MISCELLANEOUS

**12.1 Supervision of Children and Youth.** Supervision of minors shall be governed by the Royal Lane Baptist Church Child Protection Policy. New staff shall be subject to national criminal background checks and positive recommendation(s) regarding working with children from previous employer(s).

**12.2 Written Notice.** Written notice shall be by publication in the regular church newsletter or by special mailing to the church membership. Special mailing may be by email, with print version mailed upon request.

**12.3 Dissolution.** Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. The decision by the church to cease operating as a religious organization shall be determined by a three-fourths vote of the members present and voting at any church conference, regular or called, provided that at least 30 days prior, multiple sources of written notice have been given to the church membership of the action proposed and the time and date on which such action is to be voted upon.