



Trinity Bible Church

A California Nonprofit Religious Corporation

BYLAWS

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PREAMBLE

Recognizing the present-day need of witnessing to the true Word of God, we therefore band ourselves together as a body of baptized believers in Jesus Christ and adopt and subscribe to the following Articles, rescinding all previous action contrary thereto.

ARTICLE I

NAME AND INCORPORATION

Section 1 Name

The name of this organization is Trinity Bible Church. It is a California nonprofit religious corporation with principal offices at 16100 Caputo Drive, Morgan Hill, California 95037.

Section 2: Incorporation

Trinity Bible Church was duly incorporated in accordance with the laws of the State of California on March 6, 1989.

ARTICLE II

PURPOSE

The purpose of this church is to worship and serve the true and living God, to proclaim the Word of God, to care for the saints, to administer the ordinances of the New Testament (i.e., Baptism and the Lord's Supper), and to be active in the propagation of Christianity throughout the world (Matthew 28:18-20). In short, we exist to promote Christ for God's glory and man's joy.

ARTICLE III

STATEMENT OF FAITH

Section 1: The Word of God

We believe that the Bible is the fully inspired Word of God, both the Old and New Testaments, and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct (John 17:17; Romans 15:4; II Timothy 3:16-17; II Peter 1:19-21).

Section 2: The Trinity

We believe there is one living and true God, eternally existing in three persons – God the Father, God the Son, and God the Holy Spirit; that they are equal in every divine perfection; and that they execute distinct, but harmonious offices in the work of creation, providence, and redemption (Matthew 28:19; John 1:1-4; II Corinthians 13:14; Hebrews 9:14; Genesis 1:26).

Section 3: God the Father

We believe in God, the Father, an infinite personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of men, that He hears and answers prayer, that He saves from sin and spiritual death all who come to Him through Jesus Christ (John 3:16-17; John 4:24; John 17:5).

Section 4: Jesus Christ

We believe in Jesus Christ, God's only begotten Son, who was conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, future return for His Church, and personal visible return to earth as King of Kings and Lord of Lords (Isaiah 7:14; John 1:14; Philippians 2:5-11; Hebrews 1:2-3; I John 1:7; I Thessalonians 4:16-17; Revelation 19:11-16).

Section 5: The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment; and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher, and guide (John 14:26; 16:7-15; Romans 8:14-17; Ephesians 1:13-14).

Section 6: Salvation

We believe that all men are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior and Lord are saved from the penalty of sin, born again unto eternal life by the regenerating work of the Holy Spirit, and brought into personal fellowship with God. We believe that this salvation is a free gift from God, effected upon the ground of the shed blood of Jesus Christ alone, that it is given by grace and received by faith, and that apart from Jesus Christ salvation is impossible (John 1:12-13; 3:3, 16-17; Acts 4:12; 20:21; Ephesians 2:1-9; Titus 3:5).

Section 7: The Church

We believe in the universal church, a living spiritual body of which Christ is the Head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, who have been baptized by immersion subsequent to profession of their faith in Christ, and who are associated for worship, work, and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world (Matthew 16:16-18; Acts 2:38-41; Ephesians 2:19-22; 5:25-27; Matthew 28:18-20).

Section 8: Christian Conduct

We believe that a Christian should live for the glory of God and the well-being of his fellow men, that his conduct should be blameless before the world, that he should be a faithful steward of his possessions, and that he should seek to realize for himself and others the full stature of maturity in Christ (Matthew 5:16; II Corinthians 9:6-8; Ephesians 4:11-16; Philippians 2:14-16; Colossians 3:17-23; I Thessalonians 5:17-18).

Section 9: The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church, baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the Name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that the two ordinances should be observed and administered until the return of the Lord Jesus Christ (Matthew 28:18-20; Acts 2:41; 8:38-39; I Corinthians 11:23-32).

Section 10: Religious Liberty

We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by an ecclesiastical or political authority; that, therefore, Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other (Matthew 22:21; Acts 4:18-19, 29; Romans 13:7; I Peter 2:9).

Section 11: The Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal blessedness of the saved, and the endless suffering of the lost (Matthew 25:31-46; John 5:28-29; II Corinthians 5:10; Revelation 20:1-15).

Section 12: Theological Perspective

The teaching and practice of Trinity Bible Church shall be that which is consistent with our belief in 1) the premillennial return of Christ, 2) the pretribulational rapture of the church, and 3) the "noncharismatic" understanding of the existence and practice of spiritual gifts, (Zechariah 14; Revelation 20:1-6; I Thessalonians 4:16-18; Revelation 3:10; I Corinthians 13:8-12; I Peter 4:10,11).

Section 13: Marriage and Sexuality

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

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

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

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

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

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

ARTICLE IV

AUTHORITY AND GOVERNMENT

Section 1: Biblical Authority

The Trinity Bible Church Statement of Faith does not exhaust the extent of our faith. The Bible or Scripture itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe.

We believe that the supreme rule for the interpretation of Scripture is the Scripture itself. Therefore, whenever there is a question about the true and full sense of any portion of Scripture, it must be searched by other passages which speak more clearly. We believe that all Scripture must be interpreted exegetically; that is, according to carefully derived conclusions from Scripture through a literary historical-grammatical hermeneutic, not by the intuition or mere consensus of people.

We believe that the practical meaning of Scripture is objectively discernable and is therefore not open to individualistic and contradictory interpretations.

Section 2: Congregational Autonomy

The government of the church is vested in the body of members who compose it. It is subject to the control of no outside body or council. The final earthly authority in matters of doctrine and practice is the congregation, to whom all its members are responsible (Eph 5:21).

Section 3: Structure of Self-Government

The governing body within the self-governing church shall be a plurality of congregationally affirmed leaders (Acts 14:23; 20:17; 1 Thess 5:12; 1 Timothy 3:1-7; 5:17, 19; Titus 1:5; Hebrews 13:17; 1 Peter 5:1) identified synonymously in Scripture as Overseers, Elders, and Shepherds (Acts 20:17, 28; Eph 4:11; Titus 1:5, 7; 1 Peter 5:1, 2). We acknowledge the typical English nomenclature for a Shepherd is Pastor, its Latin equivalent.

Section 4: Arbitration

We believe that God, as indicated in Scripture, appoints the responsibility of teaching (1 Tim 1:3; 3:2; 4:11; 6:2), correcting those who contradict (Titus 1:9; 2:1; 2 Tim 1:13), and guarding (1 Tim 6:20; 2 Tim 1:14) the proper meaning and application of Scripture to the Shepherds of the local church (Acts 20:28-30; 1 Tim 5:17; 2 Tim 2:2; Titus 1:5; 2:15; 1 Peter 5:1-3). We believe, therefore, that the deciding authority on interpretation is given to the plurality of Shepherds. Therefore, if ever a disagreement over the proper interpretation of a given passage arises in the church, particularly in the areas of church doctrine, practice, policy, and discipline, it is the appointed responsibility of the Shepherds to arbitrate the Scripture's exegetical meaning and proper application.

ARTICLE V

CHURCH MEMBERSHIP

Section 1: Qualifications for Membership

Membership in Trinity Bible Church shall be open to all persons 18 years of age and older who confess Jesus Christ as Savior and Lord, who give evidence of seeking to follow Him in all areas of their lives, who have been baptized by immersion subsequent to profession of their faith in Christ, and who are in agreement with the statement of faith set forth in Article III.

Section 2: Application for Membership

Each person requesting membership shall complete an application, subscribe to the statement of faith, and give satisfactory testimony of their personal conversion and baptism to at least one Shepherd, who will in turn sign and date the testimony and present it to the Shepherds for final action. If approved by vote of the Shepherds, the new membership shall begin immediately, and the new member's name and date of approval shall be recorded in the minutes of the meeting.

Section 3: Denial of Membership

The Shepherds shall deny membership to anyone not qualifying for membership according to Section 1.

Section 4: Discipline of Members

Members of this church who shall willfully err in doctrine or conduct shall be subject to dismissal according to the New Testament teaching concerning church discipline (Matt 5:23-24; 18:15-20; Luke 17:3-5; Rom 16:17-20; 1 Cor 5:1-6:11; 11:26-32; 2 Cor 2:4-11; 10:6, 8; 13:2-3, 10; Gal 2:11-14; 6:1-2; Eph 5:11; 1 Thess 5:14-15; 2 Thess 3:6-15; 1 Tim 1:20; 5:17-22; 2 Tim 2:25; 3:2-5; 4:9-15; Titus 1:10-11; 3:10-11; Heb 12:7-11; James 5:19-20; 2 Peter 2:1; 2 John 10; 3 John 9-11; Jude 4; Rev 3:1). Church discipline may vary depending on the nature of the sin. Matthew 18 is not the only process for disciplinary accountability within the church.

The default protocol for addressing moral offenses between members within the church is outlined in Matthew 18:15-17. Before such dismissal, however, it shall be the duty of any member of this church who has knowledge of the erring member's heresy or misconduct to warn and correct such erring member in private. If said erring member does not heed this warning, then the warning member shall again go to the erring member accompanied by one or two witnesses to warn and correct such erring member. All warnings shall be for the purpose of correction and restoration, and shall be conducted in the spirit of gentleness (Galatians 6:1).

If, after the second warning, said erring member still refuses to heed correction, the matter shall be brought to the attention of the Shepherds, who shall evaluate the situation in the light of relevant Scriptures (e.g., Matthew 18:15-18; Romans 16:17; 1 Corinthians 5:1-11; 2 Thessalonians 3:6, 14-15; 1 Timothy 1:20, Titus 3:10; 2 John 7-11; et al), and take appropriate action.

If the offender continues to be unrepentant, the Shepherds shall inform the congregation, according to Matthew 18:18, and if said erring member still refuses to heed the call to repentance from the Shepherds and the church, he or she shall be publicly dismissed from the church. There shall be no appeal to any court from that decision.

Section 5: Removal from Roll

Any member of this church who shall willfully, without plausible reason or excuse, absent himself from the services of this church for a period of six (6) months shall be removed from membership at the discretion of the Shepherds, after reasonable attempts to contact the member.

Section 6: Rescinding Membership

Any member of this church who shall willfully choose to rescind his/her membership may do so by notifying the Shepherds in writing of their decision. The date of receipt shall be the effective date of membership termination.

Section 7: Voting Rights

Only church members on the day of any congregational meeting and not undergoing formal church discipline shall be entitled to vote at such a meeting. Every church member age eighteen (18) and over shall be entitled to one vote. A member who is unable to attend a congregational meeting may request an absentee ballot. Such ballot will be provided unless the Shepherds have determined that significant discussion of the issue will occur at said meeting.

Section 8: Annual Meeting

The annual meeting of the church members shall be held at the principal meeting place of the church in January of each year. At such annual meeting the members shall consider reports of the affairs of the church, approve the budget for the coming year, carry out the elections required by these Bylaws, and transact such other business as the Shepherds determine shall be brought before the meeting.

Notice of the annual meeting shall be given from the pulpit during regular church services for two successive Sundays prior to the meeting. In addition thereto, notice shall be published for two successive Sundays prior to such meeting.

Section 9: Special Meetings

Special meetings of the members may be called at any time by order of a staff Shepherd; the Chairman or Vice Chairman of the Shepherds; by a quorum of the members of the Shepherds; or by twenty (20) voting members or ten percent (10%) of the voting membership of the church, whichever is greater.

Notice of special meetings shall be emailed to members, announced from the pulpit during regular church services at least seven (7) days prior to the meeting, and shall be published in the regular church communication (newsletter) the week immediately preceding the meeting.

Section 10: Quorum

At all meetings of the members, whether annual, special, or adjourned, twenty percent (20%) of the voting membership shall constitute a quorum for the transaction of business.

Section 11: Agenda

All discussion and action taken at congregational meetings will be limited to the published agenda.

ARTICLE VI

SHEPHERDS

Section 1: Authority

Subject to the final authority of the congregation, the governing body of Trinity Bible Church shall be the Shepherds, who are charged with the responsibility for shepherding and having oversight of the flock. Unless a vacancy exists, the Shepherds shall consist of a plurality of Biblically qualified men. . All officers, committees, staff, and employees shall be responsible to the Shepherds, who in turn shall be responsible to the congregation.

Section 2: Qualifications

Each Shepherd must be an active member of this church and possess the qualifications described in 1 Timothy 3:1-7 and Titus 1:6-9. He shall be:

- A. Blameless (above reproach) as a steward of God; I Timothy 3:2, Titus 1:6,7;
- B. Husband of one wife (a one-woman man); 1 Timothy 3:2, Titus 1:6;
- C. Temperate (sober, vigilant); 1 Timothy 3:2;
- D. Sober-minded (prudent);
- E. Of good behavior (orderly, respectable); 1 Timothy 3:2;
- F. Given to hospitality; 1 Timothy 3:2, Titus 1:8;
- G. Apt to teach (able to teach); 1 Timothy 3:2, Titus 1:9 (able to exhort believers and refute false teaching if necessary);
- H. Not given to wine; 1 Timothy 3:3, Titus 1:7;
- I. Not violent (pugnacious); 1 Timothy 3:3, Titus 1:7;
- J. Patient (moderate, forbearing, gentle); 1 Timothy 3:3;
- K. Not a brawler (uncontentious); 1 Timothy 3:3, Titus 1:7 (not soon angry or quick tempered);
- L. Not covetous (not a lover of money); 1 Timothy 3:3, Titus 1:7 (not greedy of base gain);
- M. Rules well his own house; 1 Timothy 3:4, Titus 1:6 (his children are faithful, not accused of rebellion to God);
- N. Not a novice (not a new convert); 1 Timothy 3:6;
- O. Has a good report or reputation with outsiders; 1 Timothy 3:7;
- P. Not self-willed; Titus 1:7;
- Q. A lover of good (men and things); Titus 1:8;
- R. Just (fair); Titus 1:8;
- S. Holy (devout); Titus 1:8;
- T. Self-controlled; Titus 1:8.

Section 3: Nomination, Selection, and Tenure of Office

Recommendations to fill the office of Shepherd shall be requested once a year from all church members. A nominating committee consisting of church members shall be appointed by the Shepherds, who will also designate a chairman of the committee. Any or all of the Shepherds may sit on this committee, according to the decision of the Shepherds. This committee shall review all nominations and determine each nominee's qualifications. Members of the nominating committee may be nominees, but no committee member shall nominate himself. A proposed slate of nominees prepared by the nominating committee shall then be submitted to the Shepherds along with any relevant comments. The Shepherds shall then approve, disapprove, or add to the list of nominees. The secretary shall publicly post the nominees approved by the Shepherds at least three weeks prior to the annual meeting of the church members. At this meeting the nominees shall be presented to the congregation to affirm the decision of the Shepherds. Each nominee must be affirmed by seventy-five percent (75%) of the voting members present. The Shepherds affirmed by the congregation shall assume office immediately, except for shepherds being affirmed for the first time who must first be ordained in accordance with the provisions of Section 12 of this Article. Each Shepherd shall serve until the next annual meeting of the members.

If the congregation rejects one or more of the nominees, the Shepherds may appoint someone other than the rejected nominee(s) to fill the position for not more than three (3) months. During that time the election process will be repeated until the desired number of Shepherds has been chosen.

Section 4: Duties

The duties of the Shepherds shall be as follows:

- A. To set the spiritual tone of the church by being godly examples to the flock and by exercising true spiritual leadership as under-shepherds of the Chief Shepherd according to I Peter 5:1-5. This would include prayerful consideration, in the light of all relevant Scriptures and in a spirit of humility, of all decisions brought before the Shepherds, with each Shepherd regarding one another before himself.
- B. To elect a chairman, vice chairman, secretary and treasurer, and to organize so as to efficiently carry on the administration of the affairs of the church.
- C. To hear, consider, and act on all reports, and to decide upon all programs submitted by committees, staff, and members.
- D. To assist Staff Shepherds in the administration of all ordinances and programs.
- E. To establish policies and practices for the church consistent with the purposes of the Corporation.
- F. To select and remove all officers, agents, staff, and employees of the church, prescribe such duties for them as may not be inconsistent with law or with these Bylaws, and fix the terms of their offices and their compensation.
- G. To exercise general oversight of all financial and property matters of the church.
- H. To determine the manner in which the financial records shall be reported and audited, and to oversee the annual financial report which, after approval, shall be made available to the congregation.
- I. To review annually the membership roll in light of Article V, Section 6.

J. To exercise oversight over all teaching ministries of the church.

Section 5: Limitations

The Shepherds shall be subject to the limitations of these Bylaws and of all pertinent restrictions of the Corporations Code of the State of California. In addition, the Shepherds shall not have the authority to borrow money, to buy or sell real property, or to incur indebtedness in the corporate name (such as notes, bonds, debentures, deeds to trust, mortgages, and the like) without congregational approval.

Section 6: Vacancies

Subject to the provision of Section 9226 of the California Nonprofit Religious Corporation Law, any Shepherd may resign effective upon giving written notice to the Chairman or the Secretary, unless the notice specifies a later time for the effectiveness of such resignation.

If the resignation is to take effect at some future time, a successor may be selected before that time.

A vacancy or vacancies in the Shepherds shall be deemed to exist in case of the death, resignation or removal of any Shepherd, or if the Shepherds decide to increase the number of Shepherds currently serving. Such vacancies shall be filled by appointment of the Shepherds, subject to confirmation at a congregational meeting.

Section 7: Removal of Shepherds

Any Shepherd may be removed from office by the remaining Shepherds if he becomes physically incapacitated, spiritually unqualified, or his inability to serve is established in the minds of the remaining Shepherds.

For the same reasons, any Shepherd may also be removed at any annual or special meeting of the congregation by a seventy-five percent (75%) vote of the members present, providing notification of the proposed vote to remove a Shepherd has been sent by email to every member of the congregation at least three (3) weeks prior to the meeting in which the vote will be taken.

Section 8: Regular Meetings

Regular meetings of the Shepherds shall be held monthly. Regular meetings shall be open to church members, except for discussions pertaining to items of 1) discipline, 2) staffing, 3) shepherding, 4) counseling, and 5) closed sessions.

Section 9: Special Meetings

Special meetings of the Shepherds may be called at any time at the request of a Staff Shepherd, the Chairman or Vice Chairman or the Secretary, or by a quorum of the members of the Shepherds.

Section 10: Notice of Special Meetings

Special meetings of the Shepherds shall require reasonable advance notice.

Section 11: Quorum

Except as otherwise stated herein, a majority of the Shepherds currently serving shall constitute a quorum. A quorum may adjourn any meeting to another time and place. Any act or

decision done or made by the Shepherds present at a meeting duly held at which a quorum is present shall be the act of the Shepherds.

Section 12: Ordination of Newly Affirmed Shepherds

Each newly affirmed Shepherd who has not previously served in the office of Shepherd shall first be ordained before assuming office. An ordination service shall be conducted by the serving Shepherds as soon as practicable after the annual meeting of the members. Until ordination is confirmed on newly affirmed Shepherds, they shall be considered Shepherd-elect but not have voting privileges in the Shepherdship until after ordination is conferred as defined in Article X, Section 2.

ARTICLE VII

COUNCILS AND COMMITTEES

To promote efficiency, the Shepherds may appoint various councils and committees from within its membership, the staff, and from the church at large. These councils and committees shall perform tasks solely in accordance with the duties and with the powers specifically delegated by the Shepherds. All councils and committees shall exist for the period specified by the Shepherds.

ARTICLE VIII

DEACONS

Section 1: Deacons: Male and Female

The Deacons shall be members of this church and shall be elected at the annual congregational meeting for a term of one (1) year. They shall possess the qualifications described in I Timothy 3:8-13 and Acts 6:1-7.

They shall assist the Shepherds in the shepherding of the saints, aid in the general practical care of the church, assist in the care of the sick and the needy, and shall perform such other duties as may be assigned by the Shepherds.

Section 2: Number

The number of Deacons shall be determined by the Shepherds according to need and subject to the availability of qualified candidates.

Section 3: Nomination and Selection

Recommendations to fill the office of Deacon shall be requested once a year from all church members. A nominating committee consisting of church members shall be appointed by the Shepherds, who will also designate a chairman of the committee. Any or all of the Shepherds may sit on this committee, according to the decision of the Shepherds. This committee shall review all nominations and determine each nominee's qualifications. Members of the nominating committee may be nominees, but no committee member shall nominate himself. A proposed slate of nominees prepared by the nominating committee shall then be submitted to the Shepherds along with any relevant comments. The Shepherds shall then approve, disapprove, or add to the list of nominees.

The secretary shall publicly post the nominees approved by the Shepherds at least three weeks prior to the annual meeting of the church members. At this meeting the nominees shall be presented to the congregation to affirm the decision of the Shepherds. Each nominee must be affirmed by seventy-five percent (75%) of the voting members present. The newly elected Deacons shall assume office immediately. Each Deacon shall serve until the next annual meeting of the members.

Section 4: Vacancies

In the event one or more of the above offices becomes vacant during the period between annual elections, the Shepherds may fill such vacant office(s) by appointment for the unexpired term(s).

ARTICLE IX

OFFICERS

Section 1: Officers

The officers of the Shepherds shall be the officers of the Corporation, and the remaining Shepherds shall be the Directors of the Corporation. The officers shall consist of a Chairman, a Vice Chairman, a Secretary, and a Treasurer. The Corporation may also have, at the discretion of the Shepherds, other officers as may be appointed in accordance with the provisions of Section 3 of this Article.

Section 2: Election

The officers of the Corporation, except such officers as may be appointed in accordance with the provisions of Section 3 or Section 5 of this Article, shall be chosen annually by, and shall serve at the pleasure of, the Shepherds. Each officer shall hold his office until he shall resign, be removed, or become otherwise disqualified to serve, or until his successor shall be elected and qualified.

Section 3: Subordinate Officers

The Shepherds may appoint, and may empower the Chairman to appoint, such other officers as the business of the Corporation may require, each of whom shall hold office for such period, have such authority, and perform such duties as are provided in the Bylaws or as the Shepherds may from time to time determine.

Section 4: Removal and Resignation

Any officer may be removed, either with or without cause, by the remainder of the Shepherds at any time, at any regular or special meeting of the Shepherds, or by any officer upon whom such power of removal may be conferred by the Shepherds.

Any officer may resign at any time without prejudice to the rights, if any, of the Corporation under any contract to which the officer is a party, by giving written notice to the Shepherds, or to the Chairman, or to the Secretary of the Corporation. Any such resignation shall take effect at the date of the receipt of such notice or at any later time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5: Vacancies

A vacancy in any office because of death, resignation, removal, disqualification, or any other cause shall be filled in the manner prescribed in the Bylaws for regular election or appointment to such office, provided that such vacancies shall be filled as they occur and not on an annual basis.

Section 6: Inability to Act

In the case of the absence or inability to act of any officer of the Corporation and of any person herein authorized to act in his place, the Shepherds may from time-to-time delegate the powers or duties of such officer to any other officer or other person whom the Shepherds may select.

Section 7: The Chairman

The Chairman shall be the Chief Executive Officer (CEO) of the Corporation and shall, subject to the oversight of the Shepherds, have general supervision, direction and control of the activities, officers, and employees of the Corporation. He shall preside at all meetings of the Shepherds and all business meetings of the congregation, which are to be conducted according to scriptural principles such as set forth in Philippians 2:2-8, and *Robert's Rules of Order*. He shall be an ex-officio member of any and all committees, and shall have such powers and duties as may be prescribed by the Shepherds or the Bylaws.

Subject to the ultimate direction and control of the Board of Directors, he shall be the general manager of the Corporation and shall supervise, direct, and control the Corporation's activities, affairs, and employees. He shall have the authority to appoint, remove, and prescribe the powers and duties of all other agents and employees of the Corporation, consistent with the law, the Articles of Incorporation, and these Bylaws and, with Board of Directors concurrence through approved motion, to fix their compensation. He may delegate the supervision of any staff members and other duties to another shepherd or to management-level employees or agents, provided such delegation is in accordance with policies and position descriptions established by the CEO and consistent with the Bylaws and board resolutions. Such delegation does not relieve the CEO of overall responsibility for the performance, oversight, and compliance of the staff. Annual reviews shall be conducted for each employee in January and reported to the Board of Directors.

Section 8: Vice Chairman

In the absence or disability of the Chairman, the Vice Chairman shall perform all the duties of the Chairman, and when so acting, shall have all the powers of, and be subject to all the restrictions upon, the Chairman. The Vice Chairman shall have such other powers and perform such other duties as from time to time may be prescribed for him by the Shepherds or the Bylaws.

Section 9: Secretary

The Secretary shall keep, or cause to be kept, minutes of all meetings of the members, the Shepherds and its committees, with the time and place of holding, whether regular or special, and if special, how authorized, the notice thereof given, the names of those present at the meetings (excluding congregational meetings) and the proceedings thereof. The Secretary shall keep, or cause to be kept, at the principal office in the State of California, the original and a copy of the Corporation's Articles of Incorporation and Bylaws, as amended to date.

The Secretary shall give, or cause to be given, notice of all meetings of the Shepherds and any committees thereof required by these Bylaws or by law to be given, and he shall have such other powers and perform such other duties as prescribed by the Shepherds.

The Secretary shall keep, or cause to be kept, a church membership register showing the names and addresses of the members.

Section 10: Treasurer

The Treasurer shall keep and maintain, or cause to be kept and maintained, adequate and correct accounts of the properties and business transactions of the Corporation. The books of account shall at all reasonable times be open to inspection by a Shepherd or member, except for individual tithes, gifts, and offerings.

The Treasurer shall cause all cash contributions to be counted in double custody. He shall ensure all monies are deposited in the name and to the credit of the Corporation with such depositories as may be designated by the Shepherds. He shall oversee the disbursement of the funds of the Corporation as ordered by the Shepherds, shall render to the Chairman and the Shepherds, whenever they request it, an account of all his transactions, and of the financial condition of the Corporation, and shall have such other powers and perform such other duties as may be prescribed by the Shepherds. He shall make the financial reports at each regular Shepherd meeting and at the annual meeting of members. The Treasurer shall direct the investment of Corporation funds in consultation with the Chairman and shall not fail to keep the Board of Directors apprised of investment activity and status.

Section 11: Restriction Regarding Interested Directors

- a. Notwithstanding any other provision of the Bylaws, not more than forty-nine percent (49%) of the persons serving on the Board may be interested persons.
 - b. For the persons of this Section, "interested persons" means either:
 - i. Any person currently being compensated by the Corporation for services rendered to it within the previous twelve (12) months, whether as a full- or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation paid to a Director as director;
- or
- ii. Any father, mother, brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law or father-in-law of any such person.

ARTICLE X

LICENSING AND ORDINATION

Section 1: Licensing

The license, as recognized by the State, is issued by the Shepherds and is given in recognition of a man's call to that ministry. Its aim is to allow a man to perform all of the ecclesiastical duties and functions of the church and indicates that he meets the qualifications of being a "clergyman" in the eyes of the State.

Section 2: Ordination

Ordination refers to the mutual recognition by the Shepherds and the congregation of a man's call to the ministry, preparation as a shepherd, and qualification to serve. Ordination shall be conferred for life, so long as the man continues to manifest the qualifications of the office.

ARTICLE XI

STAFF SHEPHERDS

Section 1: Selection

Staff Shepherds receive remuneration from the church for their regular dedicated labors for the church (1 Timothy 5:17-18). Staff Shepherds of the church shall be selected by the Council of Shepherds and confirmed by the members of the church at a business meeting called in accordance with the provisions of Article V, and such confirmation shall require an eighty percent (80%) majority of all votes cast. He shall remain in office for an indefinite period of time.

Section 2: Qualifications

A Staff Shepherd shall be an ordained minister or a man who can qualify for ordination by proper examination. He shall meet the qualifications for Shepherd, outlined in Article VI, Section 2.

Section 3: Duties

A Staff Shepherd shall be an ex-officio member of all councils and committees, and he shall both sit as a member of the Shepherds and be responsible to the Shepherds. Staff Shepherds shall be charged with preaching and teaching the Word of God, administering the ordinances, arranging for and/or conducting all public and regular services of the church, and maintaining the general oversight of the spiritual welfare of the church.

Section 4: Termination

- A. **Resignation:** A Staff Shepherd may resign his office upon thirty (30) days notification in writing. He shall first give his resignation to the Shepherds before it is presented to the church. The thirty days may be shortened by mutual consent between the resigning Staff Shepherd and the other Shepherds.
- B. **Dismissal By The Shepherds:** The Shepherds may request a Staff Shepherd's resignation upon giving him thirty (30) days notification in writing. The Council of Shepherds shall have the authority to require the Staff Shepherd to step down immediately, in which case the church would continue normal remuneration for a period of thirty (30) days following dismissal.
- C. **Right of Appeal of Shepherdship Dismissal:** A Staff Shepherd shall have the right to appeal this decision of the Council of Shepherds at a special congregational meeting called according to Article V, Section 9. He may request a vote of confidence at that time, which shall be by written ballot. If at least two-thirds (2/3) of those voting are against dismissal, the Staff Shepherd shall not be dismissed. Each Shepherd who voted for dismissal shall submit to a vote of confidence by the congregation at this time. Each Shepherd not receiving a majority vote shall resign from the Shepherds

immediately. A provisional Shepherdship shall then be elected immediately by the congregation to fill the terms of the offices vacated.

- D. Dismissal by the Congregation: The congregation may request a Staff Shepherd's resignation by following the procedure for congregational removal of a Shepherd, described in Article VI, Section 7.

ARTICLE XII

SETTLEMENT OF DISPUTES

In any dispute arising between church members, Shepherds, or staff, pertaining to any matters of spiritual teaching or practice, such dispute shall be resolved by the Shepherds.

ARTICLE XIII

INSTRUMENTS IN WRITING

All checks, drafts, demands for money, and notes of the Corporation, and all written contracts of the Corporation shall be signed by such officer(s) or agent(s), as the Shepherds may designate, excluding all Staff Shepherds or Interested Persons as defined in Article IX, Section 11. Unless so authorized by the Shepherds, no officer, agent or employee shall have any power or authority to bind the Corporation by any contract or agreement, or to pledge its credit, or to render it liable for any purpose or to any amount.

ARTICLE XIV

RECEIPT AND DISBURSEMENT OF FUNDS

Section 1: Receipt of Funds

The necessary finances for conducting the affairs of the church, its program, and its missionary outreach, shall be obtained through the voluntary contributions of its members and friends, as the Lord prospers, and as He directs. This shall be done through the receiving of regular offerings and through such additional commitments and free-will offerings as may be deemed advisable by the Shepherds. Any fund-raising projects must be approved by the Shepherds.

Section 2: Disbursement of Funds

The Corporation shall hold, manage, and disburse any funds or properties received by it from any source in a manner that is consistent with the expressed purposes of the organization as set forth in Article II.

ARTICLE XV

DISSOLUTION

In the event a decision is made to dissolve the Corporation, provision shall be made by vote of the congregation to assign all assets, both real and personal, to one or more like-believing institutions or missions which are qualified under 501(c)(3) of the Internal Revenue Service Code or the corresponding provision of any future Internal Revenue Code.

ARTICLE XVI

AMENDMENTS

These Bylaws may be amended only at annual or special meetings of the congregation by a two-thirds (2/3) vote. Notice of such proposed action shall be given from the pulpit during regular church services on two successive Sundays in advance. Copies of the proposed changes shall be made available to the members at least four weeks prior to the meeting.

ARTICLE XVII

LIABILITY

Section 1: Personal or Individual

No officer or member appointed by this church shall be personally or individually liable for any error or mistake, act, or omission, for or on behalf of this church, occurring within the scope of his official authority or in line of his duty as such officer or committee member excepting only for his own willful misconduct or violation of law.

Section 2: Indemnification by Corporation of Directors, Officers, Employees and Other Agents

a. The Corporation may indemnify its directors and officers to the fullest extent permitted by the California Corporations Code and may, if and to the extent authorized by the Board of Directors, indemnify any other person whom it has the power to indemnify against liability, reasonable expense, or any other matter whatever.

b. Expenses incurred in defending any proceeding may be advanced by the Corporation prior to the final disposition of such proceeding, upon receipt of any undertaking by or on behalf of the Director, officer or employee to repay such an amount unless it shall be determined ultimately that the Director, officer, or employee is entitled to be indemnified.

c. The Corporation may at the discretion of the Board of Directors purchase and maintain insurance on behalf of the Corporation and any person whom it has the power to indemnify pursuant to law, the certificate of formation, or these Bylaws, or otherwise.

ARTICLE XVIII

ELECTRONIC AND HYBRID MEETINGS

Section 1. Authorization

Meetings of the Board of Directors and meetings of members may be conducted in whole or in part by means of electronic transmission by and to the corporation, or by electronic video screen communication, teleconference, or other remote communication technology, provided that the corporation implements reasonable measures to:

- Verify the identity of each participant;
- Provide participants a reasonable opportunity to participate in the meeting, including the ability to read or hear proceedings concurrently; and
- Record votes and maintain an accurate record of actions taken.

Section 2. Participation and Quorum

Participation in a meeting through electronic means shall constitute presence in person at such meeting for purposes of establishing quorum and voting, so long as the technology used allows real-time interaction equivalent to in-person attendance.

Section 3. Voting

Votes may be taken electronically during such meetings, provided that secure procedures are in place to authenticate each voter and accurately record votes. Electronic votes shall have the same force and effect as votes cast in person.

Section 4. Hybrid Meetings

The corporation may conduct hybrid meetings, combining in-person attendance with electronic participation. All rules applicable to electronic meetings shall apply equally to participants attending remotely.

Section 5. Compliance

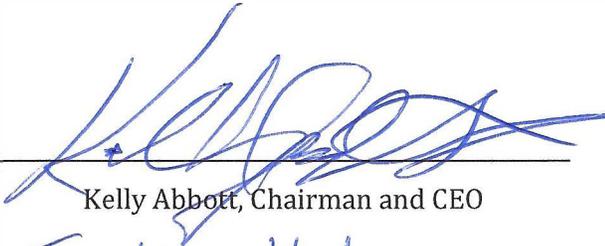
All electronic and hybrid meetings shall comply with the California Corporations Code, including but not limited to Sections 5211, 7211, and 7510–7511, and any successor provisions.

CERTIFICATION

We, the undersigned, being the Corporation officers of record of TRINITY BIBLE CHURCH, do hereby certify that the above amended Bylaws were adopted as the Bylaws of Trinity Bible Church by the congregation of the church in a special congregational meeting on January 25, 2026.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct.

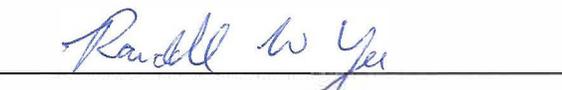
Date: 1/25/2026



Kelly Abbott, Chairman and CEO



Jonathan Henthorn, Vice Chairman



Randy Yee, Secretary



Dave Yankey, Treasurer

BYLAWS REVISION HISTORY

Amended: January 25, 2026
Amended: January 26, 2014
Amended: January 30, 2011
Amended: November 28, 2000
Adopted: March 12, 1989