



**Executive Committee**

**Bishop Charles Bledsoe**  
*Victory Tabernacle Church (Waco)*

**Pastor Howard Cameron**  
*Trinity Church (Beaumont)*

**Pastor Hernan Castano**  
*Iglesia Rios de Aceite (Houston)*

**Pastor James Clark**  
*First Baptist Church Tomball*

**Pastor Willie Davis**  
*MacGregor Palm Community  
(Houston)*

**Dr. David Fannin**  
*Nassau Bay Baptist (Houston)*

**Dr. David Fleming**  
*Champion Forest Baptist  
(Houston)*

**Pastor Donnie Flippo**  
*Gospel Center Church (Beaumont)*

**Pastor Charles Flowers**  
*Faith Outreach Center (San  
Antonio)*

**Pastor Khanh Huynh**  
*Vietnamese Baptist Church  
(Houston)*

**Pastor Elmo Johnson**  
*Rose of Sharon Baptist (Houston)*

**Dr. Melvin Johnson**  
*Heart of Christ Community  
(Brazoria)*

**Dr. Sterling Lands**  
*Greater Calvary Bible Church  
(Austin)*

**Pastor Joshua Ong**  
*Church of the Living God  
(Houston)*

**Pastor Jesse Pan**  
*Chinese Lutheran Church  
(Houston)*

**Pastor Steve Riggle**  
*Grace Community Church  
(Houston)*

**Pastor Ryan Rush**  
*Kingsland Baptist Church  
(Katy)*

**Pastor Joe Salcido**  
*Centro Vida Life Center (El Paso)*

**Dr. Ted Seago**  
*Fish Creek Community Church  
(Magnolia)*

**Pastor Scot Wall**  
*Magnolia Bible Church*

**Pastor Steve Washburn**  
*First Baptist Church (Pflugerville)*

**Dave Welch**  
*TXPC Executive Director (Houston)*

December 8, 2014

Mayor Harry LaRosiliere  
Office of the Mayor  
1520 K Ave.  
Plano, Texas 75074

CC: Mayor Pro Tem Lissa Smith, Deputy Mayor Pro Tem Ben Harris, Council Member André Davidson, Council Member David Downs, Council Member Jim Duggan, Council Member Pat Gallagher, Council Member Pat Miner

Re: Proposed Amending of Section 2-11 of the City of Plano Code of Ordinances to be renamed Equal Rights Policy

VIA EMAIL

Dear Mayor LaRosiliere and Members of the Plano City Council:

We have been very involved nationally in the intense review of the intent, language, authorship and impact of the so-called "Equal Rights" policies/ordinances such as is being proposed for the City of Plano. Without exception, these ordinances have no legal, ethical, moral or constitutional basis but are the brainchild of the Human Rights Campaign, a radical pro-Lesbian, Gay, Bisexual, Transgendered, Questioning organization based in Washington D.C. Notably, HRC founder Terry Bean was recently arrested for sex crimes involving a minor. (<http://www.washingtontimes.com/news/2014/nov/25/gay-rights-activist-charged-with-sex-abuse-of-boy/>)

On behalf of our ethnic minority pastors we openly challenge the deceptive and offensive use of these ordinances as a "Trojan Horse" for those with an agenda to hijack the Civil Rights movement use the power of public policy and force acceptance of their sexual behavior and gender confusion on the rest of society. Let us make this clear – there is NO DOCUMENTABLE evidence of class or even legitimate anecdotal discrimination against the tiny LGBTQ population.

This is therefore NOT about a legitimate public policy need but rather an outside group engaged in a highly organized, well funded national campaign to threaten the rights of faith, belief, freedom and speech of the vast majority of society. For example:

1. Regarding "Gender Identity" how does a business owner objectively define "deeply felt sense of gender"? How deeply must the person feel their sense of gender? This definition is utterly subjective and has no basis in either law or biology.
2. "Gender expression" has no requirements for ANY physical changes and also has an entirely subjective basis. A BIOLOGICAL MALE may AT WILL alter his "gender expression" to FEMALE to assume protection under this ordinance.
3. Business owners and employees are now required to police "dress, grooming, mannerisms, speech patterns and social interactions" for their "restrooms, shower facilities, locker rooms, dressing rooms or any similar facility". These policies have already opened doors for sexual predators.

4. The **transparent “exclusions” in Section D (3) cannot be defended** because once a BIOLOGICAL MALE declares his “gender identity” as female, under this ordinance “he” is now “she” and must be allowed to use the “restrooms, shower facilities, locker rooms, dressing rooms or any similar facility” of any public accommodation. Our women and girls deserve better than this!
5. This ordinance places investigative and punitive powers solely in the hands of the “city manager or his designee”, without ANY appellate process or direct accountability. IF THE CITY MANAGER SOLELY DETERMINES a discriminatory act has taken place and the business disagrees, the owner will face “criminal enforcement”.

This ordinance, in short, imposes a police state over the private sector of the city with direct aggression toward the constitutionally protected religious beliefs and viewpoints of citizens who do not agree with the BEHAVIORS and LIFESTYLES of the sexually and gender confused.

In addition, we are working with Texas legislators to adopt legislation that will directly impact political subdivisions in the state adopting such policies that randomly create new “protected characteristics” that have no basis in state or federal law. Because of the clear and evident lack of any sound moral, legal or political basis for these ordinances and the legal jeopardy in which they place citizens all over Texas, including pastors and churches, we are confident the legislature will act.

In closing, this is a terrible ordinance, birthed by a morally corrupt organization, driven by agenda-motivated politics that violates the rights of the majority by creating a special class, or “UNequal Rights”.

**On behalf of our over one thousand member pastors and churches in Texas of every color, size and denomination, we strongly appeal that the Plano City Council reject this ordinance.** We commit whatever expertise and support needed to rally Plano-area pastors and citizens to defeat this ordinance at any cost and those who would place political correctness over public safety, moral decency and good government.

Sincerely,

Rev. Dave Welch, Executive Director  
Texas Pastor Council  
P.O. Box 692207  
Houston, TX 77269  
832-688-9166 (O)  
[www.uspastorcouncil.org](http://www.uspastorcouncil.org)