

ANTIOCH BAPTIST CHURCH BYLAWS

ARTICLE I: MEMBERSHIP

SECTION 1. GENERAL. The members shall retain the exclusive right of self-governance in all phases of the spiritual and temporal life of Antioch Baptist Church (hereinafter referred to as “Antioch” or the “Church”). The members reserve the exclusive right to determine who shall be members of Antioch and the conditions of such membership.

The status of active members of Antioch shall be determined by Antioch’s annual review of the membership roster/roll. It shall be the responsibility of the administrative staff to ensure the review is conducted. Active members in good standing are those whose rights as members of Antioch are not under suspension as a consequence of disciplinary proceedings or by operation of some specific provision of the Bylaws (unless determined otherwise by Antioch).

SECTION 2. ROUTES TO MEMBERSHIP. Any person may offer him or herself as a candidate for membership in Antioch. All such candidates shall profess faith in the Lord Jesus Christ per Romans 10:9, adhere to the Constitution and Bylaws of Antioch and shall be presented to the congregation at any Church service or gathering for membership in any of the following ways:

- a. By baptism -- Immersion in water or as otherwise authorized by Antioch;
- b. By letter -- Receipt of a church letter of dismissal and recommendation from some other church of like faith and order;
- c. By Christian experience -- Statement of previous membership after baptism in a church of like faith and order that is acceptable to Antioch;
- d. By Watchcare -- Watchcare is a temporary association between an individual who wishes to worship and serve at Antioch while away from his/her official home church. A Watchcare member has all rights and privileges except voting and the ability to hold Church Officer positions; and
- e. Following the above, all new members of Antioch shall receive the right hand of fellowship at a regular Church service or as otherwise authorized by Antioch. After the right hand of fellowship, new members shall receive their rights of membership.

SECTION 3. NEW MEMBER ORIENTATION. All persons seeking membership at Antioch shall participate in Antioch's new member orientation, unless physically unable to attend. Completion of new members orientation shall be required within an established time limit (ninety (90) days from the date membership is requested) unless an exception is granted by the Senior Pastor or the Senior Pastor’s designee.

SECTION 4. RIGHTS OF MEMBERS.

- (1) Every member of Antioch, 13 years of age or older, is entitled to vote in all elections and on all matters submitted to Antioch in a business or special business meeting, provided the member is present physically or virtually or provisions have been made for an alternative method of voting.
- (2) Every eligible member of Antioch can be considered by the membership as a candidate for elected office.
- (3) Every eligible member of Antioch may participate in the ordinances.

SECTION 5. TERMINATION OF MEMBERSHIP. Membership shall be terminated in the following ways:

- a. Death of the member;
- b. Becoming a member of another church;
- c. After due process is afforded to the member his or her membership may be terminated for cause; or
- d. Removal from the Church's roll by request of the individual.

SECTION 6. DISCIPLINE. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment. It shall be the practice of Antioch to emphasize to its members that every reasonable measure will be taken to assist any Antioch member, to include Officers, as defined in Article II. All assistance will be guided by Matthew 18: 15 -17. Additional guidance on conducting the Matthew 18 process may be found in the Deacons' Standard Operating Procedures. The Deacons, the Senior Pastor, and ministerial staff shall be available for counsel and guidance.

Should some serious condition exist, which would cause a member to become a liability to the general welfare of Antioch, the Deacons and the Senior Pastor will conduct an inquiry and take every reasonable measure to resolve the issue in accordance with Matthew 18:15-17. If a Deacon and/or the Senior Pastor are determined to be the individual subject to the Matthew 18 process, that individual will be disqualified from directing or participating in the inquiry. If the member, after an invitation has been extended to participate in the Matthew 18 process, fails to participate, then the process will continue to move forward.

If it becomes necessary for Antioch to terminate a member, a two-thirds vote is required of the members attending a business or special meeting that has been appropriately called in accordance with Article III, Section 5 and Section 6. Antioch may then proceed to declare

that the person is no longer a member of Antioch. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

Antioch may restore to membership any person previously terminated, upon request of the terminated person, and by two-thirds vote of those voting at a business or special meeting that has been appropriately called in accordance with Article III, Section 5 and Section 6.

ARTICLE II: OFFICERS AND STAFF

SECTION 1. GENERAL. Antioch's Officers shall be the Senior Pastor, the Church Clerk, the Treasurer, Members of the Board of Deacons, and Members of the Board of Trustees. All who serve as Officers shall be members of Antioch and elected by and serve at the pleasure of the members. Antioch will employ staff, as needed, within the Office of Senior Pastor.

SECTION 2. SENIOR PASTOR. The Senior Pastor is the spiritual leader of the Church and is responsible for leading Antioch to function as a New Testament church. The Senior Pastor leads the congregation, Church ministries, and Antioch staff to perform their tasks. As such, the Senior Pastor works with the Officers, Ministry Leaders, committee chairs, and others to: Lead the Church in the achievement of its mission; proclaim the gospel to believers and unbelievers; and care for Antioch's members and other persons in the community.

The Senior Pastor shall:

- a. Be recognized by Antioch as called to the full-time ministry of preaching, teaching, and leadership;
- b. Preach the Gospel and administer the ordinances;
- c. Serve the members of the congregation through prayer and visitation to the sick and shut-in and those in need;
- d. Promote the spiritual growth and interests of Antioch;
- e. Ensure member care and be accessible to Antioch's membership; and
- f. Provide Christian counseling to Antioch's members.

SECTION 3. DEACONS. As presented and recommended by the Senior Pastor and Chair of the Board of Deacons, Antioch members shall vote to confirm Deacons for ordination at a business meeting. The term Deacon shall include both men and women. Once ordained, Deacons remain Deacons of Antioch until death, resignation, or termination of membership in Antioch or are removed from the Board of Deacons by Antioch. Candidates to fill vacancies and to add to the Board of Deacons may be presented to Antioch for confirmation as determined necessary by the Board of Deacons in consultation with the Senior Pastor.

In accordance with the meaning of the work and the practice in the New Testament, Deacons are to be servants of Antioch. Their task is to serve with the Senior Pastor and staff in performing the pastoral ministries tasks of leading Antioch in the achievement of its mission, proclaiming the Gospel to believers and unbelievers, and caring for Antioch's members and other persons in the community.

The Board of Deacons shall adopt a set of operating procedures that at a minimum provide for the following:

- a. Procedures for the election and term of office for officers of the Board of Deacons;
- b. Procedures for Deacon Ordination;
- c. Identification of critical procedures necessary to carry out the mission of the Board of Deacons; and
- d. Procedures for conducting meetings and decision-making for the Board of Deacons.

SECTION 4. TRUSTEES. As the legal agents with primary fiduciary responsibilities to Antioch, the Trustees duties shall include, but not be limited to all matters pertaining to real estate, insurance, legal liability, facility and premises maintenance, safety, security, and other matters of church corporate responsibility. The Trustees are the designated body of Antioch that holds legal title to Antioch property, and for Antioch's financial and legal affairs, to include contracts and the annual Church audit.

The Trustee's signatures shall be in their capacity as Trustees, and not as individuals. Only Trustees shall have the power to buy, sell, convey, mortgage, pledge, lease property, exchange, transfer, and otherwise dispose of all or any part of Antioch's property. The signatures of a minimum of three (3) rotating members, one of which shall be the Chair or Vice Chair of the Board, shall be required to validate all authorized transactions.

No Church employee may serve as a Trustee. No immediate family relative of a Trustee may serve as a Trustee simultaneously.

SECTION 5. CLERK. Antioch members shall elect a Clerk, a volunteer position, as its clerical Officer for a term of three (3) years. A Clerk's term may be extended for an additional year during a business meeting. The Clerk shall be responsible for keeping minutes reflecting an accurate record of all Church actions approved at each business meeting.

All Church records are Church property and shall be kept in Antioch's office. The Clerk shall keep a copy of the approved minutes for all business meetings as a permanent record of Antioch.

SECTION 6. TREASURER. Antioch members shall elect a Treasurer, a volunteer position, during a business meeting. The Treasurer shall serve a three-year term. Antioch may extend this term for an additional three (3) years during any business meeting.

The Treasurer shall serve as Chair of the Finance and Budget Committee. The Treasurer shall:

- a. Ensure that the Finance and Budget Committee's roles and responsibilities set forth in Article IV, Section 1 are fulfilled;
- b. Have oversight responsibilities for proper governance and for compliance with accounting policies and procedures for all funds received for any and all purposes;
- c. Review and verify all disbursements monthly; and
- d. Work with the Finance Director to ensure the budget and financial responsibilities for Antioch are carried out.

SECTION 7. TRANSITIONAL PASTOR. Whenever a senior pastoral vacancy occurs, a Transitional Pastor may be nominated by the Church's established leadership committee and approved by Antioch members during a business meeting to serve until a new Senior Pastor is called and/or in accordance with the terms of employment.

SECTION 8. OFFICE OF SENIOR PASTOR STAFF.

- (1) The ministerial staff (including the Executive Pastor) shall be employed and/or called as Antioch determines the need for such positions. Ministerial staff, as identified in a written job description, shall report directly to the Senior Pastor. A job description shall be written when the need for a staff member is determined. At the time of resignation, at least two (2) weeks' prior notice shall be given to Antioch members except for the Executive Pastor. For the Executive Pastor, at least 30 days' prior notice shall be given to Antioch officers and members at the time of resignation in the manner set forth below in Section 9, Part (2), as appropriate.
- (2) Non-ministerial staff members shall be employed as Antioch determines the need for their service. Non-ministerial staff, as identified in a written job description, shall report directly to the Executive Pastor or the supervising staff member. A job description shall be written when the need for a non-ministerial staff member is determined. The Executive Pastor shall have the authority to employ and to terminate services of non-ministerial staff members. Such employment and termination of services shall be with the recommendation of the supervising staff member and with the consultation of the Human Resource Committee, other appropriate committees, and/or Antioch's Officers.

SECTION 9. SENIOR PASTOR SELECTION.

- (1) A Pastor Nomination Committee (PNC) shall be elected by Antioch members at a business meeting for the purpose of seeking out suitable candidates for Senior Pastor. The PNC's search criteria and vetting procedures shall be communicated to the members during a business meeting. The PNC's recommendation(s) will constitute a nomination. Antioch members may nominate candidates to the PNC during the application process for its consideration and vetting. The PNC shall bring to the consideration of Antioch up to three (3) names for a vote at a time. An election shall take place for this purpose, provided at least 14 days' notice to the members has been provided. The election(s) shall be by secret ballot. The selection of a Senior Pastor shall require an affirmative vote of a majority (greater than 50%) of the members voting being necessary for a choice.

The Senior Pastor, thus elected, shall serve until the relationship is terminated at the Senior Pastor's request or Antioch's request.

- (2) The Senior Pastor may relinquish the office of Senior Pastor by giving at least 30 days' written notice to Antioch prior to the actual resignation date. Copies of the notice shall be provided to the Chair of the Board of Deacons; the Chair of the Board of Trustees; and the Executive Pastor, concurrently. This notice shall be provided prior to any general announcement to Antioch. A copy of the notice shall be entered into the Senior Pastor's official Church personnel folder.
- (3) Antioch Officers may initiate declaring the Office of Senior Pastor to be vacant. Prior to proceeding with declaring the Office of Senior Pastor vacant, the Chair of the Board of Deacons and the Chair of the Board of Trustees may attempt to schedule a meeting with the Senior Pastor to determine the Senior Pastor's willingness to vacate the office voluntarily. If the voluntary effort is determined by the Officers to be untimely, unproductive, and/or fails for any reason, the Officers may proceed with steps to declare the Office of Senior Pastor to be vacant. Within 21 days of this determination, a business meeting shall be held for the purpose of vacating the Office of Senior Pastor. At least 14 days' notice shall be given to the Antioch members. The meeting shall be called upon the recommendation of a majority of the Deacons and Trustees present for a vote having sought any appropriate and prior advice and consultation.
- (4) Antioch members may initiate declaring the Office of Senior Pastor to be vacant. This process shall require a written petition signed by not less than one fourth of the active Antioch members (as determined and verified by Antioch administrative staff and the Executive Pastor at least annually). Upon receipt of one fourth of the active members' signatures, the signatures shall be presented to the Chair of the Board of Deacons and the Chair of the Board of Trustees. As determined by the Chair of the Board of Deacons and the Chair of the Board of Trustees, a business meeting shall be called for the purpose of vacating the Office

of Senior Pastor. At least 14 days' notice shall be given. The moderator for this meeting shall be designated by the members present by majority vote and shall be someone other than the Senior Pastor.

- (5) The vote to declare the office vacant shall be by secret ballot; an affirmative vote of two-thirds of the members voting being necessary to declare the office vacant. The Senior Pastor shall not be present during the portion of the business meeting that addresses the Senior Pastor's severance payment. The termination shall be immediate and the severance payment shall not exceed thirty (30) days. The Chair of the Finance and Budget Committee (Treasurer) or the Chair's designee shall determine (calculate) the appropriate severance payment.

ARTICLE III: MEETINGS

SECTION 1. WORSHIP SERVICES. The Church shall meet regularly, at least each Sunday morning, for worship of Almighty God unless unforeseen circumstances prevent meeting. The Senior Pastor or a designee shall direct the services. Prayer, praise, preaching, instruction, and evangelism shall be among the ingredients of these services.

SECTION 2. SPECIAL SERVICES. When deemed necessary or desired, the Church shall conduct special services (e.g., revivals).

SECTION 3. CHURCH CALENDAR. All Church meetings essential to the advancement of Antioch's objectives shall be placed on the Church's calendar. It shall be the responsibility of the Church administrative staff to develop the annual calendar. The annual Church calendar for the next year shall be presented and voted upon at the last quarterly business meeting of the current year. Amendments to the calendar shall be allowed to add or remove Church events, subject to approval of the Senior Pastor and Church leadership and presented at the next business meeting.

SECTION 4. PRESIDING OFFICER. The Senior Pastor or a designee shall preside over Church regular business meetings. The Chair of the Board of Deacons or the Chair of the Board of Trustees shall preside over meetings to declare the Office of the Senior Pastor to be vacant and the selection of the Senior Pastor. The Senior Pastor, the Chair of the Board of Deacons, the Chair of the Board of Trustees, or a designee may preside over special business meetings.

SECTION 5. REGULAR BUSINESS MEETINGS. Regular business meetings shall be called by the Senior Pastor, the Chair of the Board of Deacons, or the Chair of the Board of Trustees. Antioch shall hold regular business meetings at least quarterly.

SECTION 6. SPECIAL BUSINESS MEETINGS. Antioch may call special business meetings to consider matters of an urgent or special nature. When possible, at least 14 days' notice of a special meeting shall be provided to the membership. A special business meeting shall be properly called and chaired by either the Senior Pastor, the Chair of the Board of Deacons

or the Chair of the Board of Trustees. However, if either of the aforementioned are the subject of such a meeting, they shall not chair the meeting. For the Boards of Deacons and Trustees, a majority vote of either board is required for such a call meeting.

SECTION 7. VIRTUAL MEETINGS. Church meetings and services may be held virtually. Members attending meetings virtually shall have the same rights as members who attend the meeting in the physical meeting location.

SECTION 8. QUORUM. A quorum shall be established at any properly called regular business or special meeting. A quorum shall consist of fifty (50) members of Antioch present in-person and/or virtually on-line at any properly called regular or special business meeting. A quorum must be maintained throughout the regular business or special meeting. The meeting chair shall determine if the requirements for a quorum are satisfied. If a quorum is not met at the meeting, then another meeting shall be called, with proper notice given. At the second properly called meeting on the same matter(s), the requirements for a quorum are satisfied with twenty-five (25) Church members present in-person and/or virtually on-line.

SECTION 9. GOVERNING DOCUMENTS. All Church meetings shall be conducted in accordance with tenets of the Holy Bible, the Church Covenant, and provisions of Antioch's Constitution and Bylaws.

SECTION 10. PARLIAMENTARY RULES AND SPECIAL RULES OF ORDER. The current edition Robert's Rules of Order, Newly Revised, shall be the authority for parliamentary rules of procedures for all business or special meetings of Antioch, provided they are not inconsistent with these Bylaws and any Special Rules of Order the Church may adopt.

ARTICLE IV: COMMITTEES

SECTION 1. FINANCE AND BUDGET COMMITTEE. The Finance and Budget Committee:

- a. Oversees the development and submission of the annual Church budget for approval by the members;
- b. Ensures that a report of Antioch's financial condition is presented at each regular meeting of Antioch;
- c. Ensures that Antioch's financial policy is reviewed and updated, as needed, annually;
- d. Reviews and reconciles all disbursements on a monthly basis;
- e. Ensures that Antioch seeks an unqualified opinion on Antioch's financial statements from an independent firm who is a member of the American Institute of Certified Public Accountants annually;

- f. Ensures that a Review Committee (comprised of Officers and members) periodically reviews Antioch's financial performance against the annual budget and shares findings and recommendations with the Finance and Budget Committee; and
- g. Oversees internal financial controls, investments, purchasing functions, reserves, and matters that relate to the financial responsibility of Antioch.

SECTION 2. MISSIONS ADVISORY COMMITTEE. The Missions Advisory Committee:

- a. Develops strategies to share the gospel in the local community and around the world;
- b. Serves as Antioch's at-large advisors on missions activities;
- c. Elevates Antioch's awareness of the biblical basis for missions, the need for world evangelization, and current missions events;
- d. Increases congregational participation in world missions activities;
- e. Assists Church members in responding to God's call to missions work;
- f. Provides care and support for missionaries on home ministry assignments;
- g. Provides stimulating prayer for missionaries and world missions;
- h. Encourages Church Pastors, Officers, staff, and members to participate in mission projects and activities;
- i. Recommends missionary candidates according to the Missions Advisory Committee Standard Operating Procedures; and
- j. Oversees the missions conferences when Antioch participates in Mission Conferences.

SECTION 3. HUMAN RESOURCES COMMITTEE. The Human Resources Committee provides oversight of Antioch's personnel practices and policy; supports and advises the Senior Pastor and Executive Pastor regarding human resource matters, as appropriate; and advises Antioch Officers and members regarding personnel matters (e.g., contracts).

ARTICLE V: ORDINANCES, ORDINATION, AND LICENSURE

SECTION 1. BAPTISM. Antioch shall receive for baptism any person who has accepted Jesus Christ as Savior by personal faith, who professes Him publicly and who indicates a

commitment to follow Christ as Lord. Candidates for baptism shall complete baptism training class prior to participating in this act of worship. The Chair of the Board of Deacons, the Senior Pastor, or a designee will coordinate Baptism, for anyone living outside the local area, with another church or licensed minister.

- a. Baptism shall be by immersion in water for all abled persons and sprinkling of water for individuals not able to be immersed for health or medical reasons;
- b. The Senior Pastor, or whomever Antioch shall authorize, shall administer baptism. The Deacons shall assist in the preparation for, and the observance of baptism;
- c. Baptism shall be administered as an act of worship during any worship service of Antioch or at other special Church gatherings as appropriate; and
- d. A person who professes Christ as their personal Savior and is not baptized, where it has been made available, within a reasonable length of time shall be counseled by the Senior Pastor, ministerial staff, or Deacons. If negative interest is ascertained on the part of the candidate, the individual shall be deleted from the list.

SECTION 2. THE LORD'S SUPPER. Antioch shall observe the Lord's Supper, the second Sunday of the month, unless otherwise scheduled by Antioch. The Senior Pastor or designee and Deacons shall administer the Lord's Supper; the Deacons being responsible for the physical preparations.

SECTION 3. MINISTERIAL LICENSURE. The authority responsible for approving candidates for licensing at Antioch comprises the Senior Pastor and the Board of Deacons. The ABC Minister Licensure and Ordination Procedures, along with the Standard Operating Procedures of the Board of Deacons, outline the processes for identifying and selecting candidates for licensing.

SECTION 4. ORDINATION CEREMONIES. The Senior Pastor and the Board of Deacons hold the authority to approve ordination within the Antioch membership. This authority begins when the Senior Pastor formally decides to initiate ordination procedures for a candidate or candidates. Antioch will conduct ordination ceremonies to acknowledge individuals, both men and women, whom God has called and to consecrate them for ministry or service. The timing and design of the ordination ceremony shall be at the discretion of the Senior Pastor.

ARTICLE VI: PROGRAMS

SECTION 1. GENERAL. Antioch shall maintain programs for:

- a. The Christian education program shall be for teaching, reaching the lost, and advancing the work of Antioch. This program shall be under the direction of the Senior Pastor or the Senior Pastor's designee; and
- b. Music and Arts: The Music and Arts program shall provide music, training, and performing arts. This program shall be under the direction of the Antioch Minister of Music and Arts who shall be selected by the Senior Pastor.

Church programs shall be subject to coordination and approval. Antioch shall provide the resources for the advancement of these programs.

ARTICLE VII: ORGANIZATIONS

SECTION 1. MINISTRIES AND OTHER GROUPS. Antioch shall appoint special or ad hoc committees (including councils) in the event circumstances require the Church to do so. The creation of a committee or council and appointment of its members shall be approved during a business meeting. Each shall have two or more members, who serve at the pleasure of Antioch. Ministries and other groups that are not standing or ad hoc committees may be established to meet the needs and interests of Antioch.

ARTICLE VIII: FINANCES

SECTION 1. BUDGET. Antioch's Finance Director shall develop and recommend the annual unified Church budget in accordance with the Antioch Baptist Church Financial Policy. The Finance and Budget Committee shall oversee the development and submission of the annual Church budget and provide a recommendation to the Senior Pastor; Chair of the Board of Deacons; and Chair of the Board of Trustees that the proposed budget be presented to the Church members for approval prior to the start of each fiscal year.

Antioch shall provide virtual, in-person, and other appropriate giving options. It is understood that membership in this Church involves financial support for Antioch and its causes with each member deciding in their heart the proportionality of their gifts.

SECTION 2. ACCOUNTING PROCEDURES. The Finance Director will ensure appropriate accounting policies and procedures are documented. The Finance Director shall ensure all transactions are executed in accordance with stated policies and procedures with regard to all funds received for any and all purposes.

The Treasurer shall have oversight responsibilities for proper governance and for compliance with generally accepted accounting principles and procedures with regard to all funds and accounting records.

SECTION 3. FISCAL YEAR. Antioch's fiscal year shall be the same as the Church year which begins on January 1 and ends on December 31. Days means calendar days unless otherwise specifically noted to mean business days.

ARTICLE IX: STANDARD OPERATING PROCEDURES

SECTION 1. DEVELOPMENT OF STANDARD OPERATING PROCEDURES. Antioch ministries shall develop and maintain Standard Operating Procedures manuals that will address the applicable policies, procedures, organization charts, and other matters relevant to each ministry's mission. These Standard Operating Procedures also will provide guidance for ad hoc and standing committees.

SECTION 2. COMPILATION AND MAINTENANCE OF STANDARD OPERATING PROCEDURES. The Standard Operating Procedures shall be kept digitally and in written document form in the Antioch office and made available for review by any Church member upon request. Antioch's administrative staff or the Clerk, or his/her designee, shall maintain a copy of each Standard Operating Procedures. Each ministry shall review their Standard Operating Procedures at least annually and make applicable changes; however, nothing in Standard Operating Procedures shall contradict or modify these Bylaws.

ARTICLE X: SETTLEMENT OF DISPUTES WITHIN ANTIOCH

SECTION 1. CHRISTIAN CONCILIATION. Matthew chapter 18, verses 15 and 16, instructs members to settle their differences privately with each other. And, if this fails, they are to seek help in resolving the dispute. "Moreover, if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother." When members fail to resolve their individual disputes in a timely manner, the disputed matter may be resolved by a committee properly appointed by the Senior Pastor or designated member(s) of Antioch's Officers, which appointment to be cognizant of any conflict of interest or the appearance of such due to an existing relationship with one of the members in dispute. The committee will conduct its deliberations with the intent of resolving disputes in a Christian conciliatory manner with the intent of restoring relationships according to Biblical principles. A decision may be reached after prayerful consideration, in a spirit of humility, which most glorifies God and regarding one another. A situation that involves a member serving on any board, committee, or in any capacity where an issue arises at Antioch must recuse him or herself from any deliberative process that is convened to address that issue.

ARTICLE XI: INDEMNIFICATION

Antioch must purchase and maintain liability insurance to provide protection for any obligation which it incurs as a result of legal actions brought against the Church and/or its Officers, Deacons, Trustees and others acting at the behest of approved Church leadership. The liability insurance is in addition to the legal protections provided by applicable Virginia Law, including Virginia Code Sections 8.01-220.1:1 and 8.01-220.1:3.

ARTICLE XII: ANTIOCH GOVERNANCE

SECTION 1. GOVERNING PRINCIPLES. The Governing Principles of Antioch are:

- a. The governing of Antioch shall be by its members acting together as a body of believers in our Lord and Savior, Jesus Christ;
- b. No Church Officer or member shall possess a preeminence, but all shall enjoy equal rights;
- c. The Senior Pastor and Church Officers shall exercise only such control over Antioch as their official duties and responsibilities may allow;
- d. Believing that Jesus Christ is the Head of the Church, members of Antioch will endeavor to do what leads to peace, unity and to mutual edification. (Romans 14:19);
- e. In any church-related matter pertaining to morals and religion, Antioch has a right to mediate (See Bylaws Article 1, Section 6, Discipline); and
- f. Antioch shall be nonpartisan.

ARTICLE XIII: AMENDMENTS

Antioch's Bylaws may be amended by the membership at any regular or special business meeting by a majority vote of the members voting, provided that the amendment has been distributed in document form or digitally at a previous business meeting. Copies of the proposed amendment(s) shall be provided to members whether participating in the meeting, in-person or virtually. The proposed amendment(s) shall be provided to members at least 14 days prior to the business meeting in which the amendment is to be voted upon. Adopted amendments shall become effective immediately unless specified otherwise.

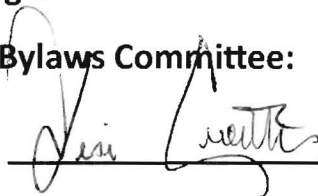
Certificate of Authenticity

This Certificate of Authenticity certifies that the attached Antioch Baptist Church ("Antioch") Bylaws are the authentic version as adopted by the members of Antioch during the December 14-15, 2023 Regular (Quarterly) Business Meeting and amended during the August 22, 2024 and November 21, 2024 Regular (Quarterly) Business Meetings. Antioch reserves to itself all rights to amend, revise, and/or repeal these Bylaws at any time, in accordance with the appropriate process and procedures as stated in the Bylaws.

The Bylaws Committee certifies that the information and provisions contained in the attached Bylaws are as adopted and amended during the aforementioned Regular Business Meetings.

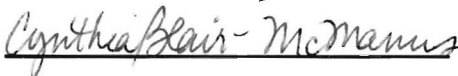
Attested by the Antioch Bylaws Committee:

Desi Crouther, Chair:



Date: 2/27/2025

Cynthia Blair-McManus:



Date: 23 February 2025

Anna Dixon:



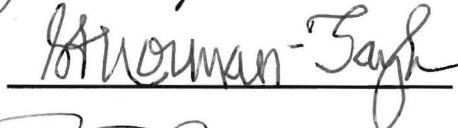
Date: Feb 23, 2025

James Jones:



Date: Feb 23, 2025

Shirley Norman-Taylor:



Date: 23 Feb 25

Reginald Ray:



Date: 2/23/2025
ER

Langston Scott II:



Date: 2/25/2025

David Smith:



Date: 2/23/2025