

**ST. ANDREWS BAPTIST CHURCH
AMENDED AND RESTATED
CONSTITUTION AND BYLAWS
September 17, 1989**

[As Amended October 15, 1989, October 18, 1992, July 17, 1994, October 23, 1994, January 28, 1996, June 16, 1996, August 17, 1997, October 17, 1999, June 11, 2000, January 14, 2001, February 29, 2004, September 23, 2007, October 8, 2008, August 12, 2012, September ____, 2018]

CONSTITUTION

Preamble

We declare and establish this constitution to preserve and secure the principles of our faith and to govern the body in an orderly manner. This constitution will preserve the liberties of each individual Church member and the freedom of action of this body in relation to other churches.

I. Name

This body shall be known as the St. Andrews Baptist Church of Columbia, located at 230 Bush River Road, Columbia, South Carolina 29210.

II. Statement of Purpose and Objectives

In view of the biblical revelation in general and the command of Christ in particular, St. Andrews Baptist Church is to be engaged in fulfilling the great commission locally and around the world, including:- (1) preaching the gospel to every person, (2) baptizing believers into the fellowship of the Church, (3) developing Christians into a growing likeness to Jesus Christ by continuing to teach his revealed truth. This purpose is to be achieved by accomplishing the following specific objectives:

To be a dynamic spiritual organism empowered by the Holy Spirit to share Christ with as many people as possible in our Church, community, and throughout the world.

To be a worshipping fellowship, experiencing an awareness of God, recognizing his person, and responding in obedience to his leadership.

To experience an increasingly meaningful fellowship with God and fellow believers.

To help people experience a growing knowledge of God and all people.

[As Amended October 18, 1992]

To be a Church which ministers unselfishly to persons in the community and the world in Jesus' name.

To be a Church whose purpose is to be Christlike in our daily living by emphasizing total commitment of life, personality, and possessions to the lordship of Christ.

The Church's purpose is expressed in the following vision statement: To be a Christ-centered, nurturing fellowship of new beginnings — empowering, equipping, and discipling God's people to change lives by Christ's love through missions and ministry.

The purpose of the Church is exclusively charitable within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as amended (the "Code"). No part of the net earnings of the Church shall inure to the benefit of, or be distributed to its members, trustees, directors, officers, or other private persons, except that the Church shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the charitable purposes set forth above. No substantial part of the activities of the Church shall be the carrying on of propaganda, and the Church shall not otherwise attempt to influence legislation. The Church shall not participate in, or intervene, in political campaigns on behalf of any candidate for public office. The Church shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code, or corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code, or corresponding section of any future federal tax code.

[As Amended January 28, 1996]

III. Statement of Basic Beliefs

We affirm the Holy Bible as the inspired word of God and the basis for our beliefs. This Church subscribes to the doctrinal statement of The Baptist Faith and Message as adopted by the Southern Baptist Convention in 1963. We voluntarily band ourselves together as a body of baptized believers in Jesus Christ personally committed to sharing the good news of salvation to lost mankind. The ordinances of the Church are believer's baptism and the Lord's Supper to be conducted as provided in the bylaws.

IV. Church Covenant

Having been led as we believe by the Spirit of God to receive the Lord Jesus Christ as our Lord and Savior and, on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God and this assembly most solemnly and joyfully enter into covenant with one another as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit to walk together in Christian love; to strive for the advancement of this Church in knowledge, holiness, and comfort; to promote its prosperity and spirituality; to sustain its worship, ordinances, doctrines, and discipline; to contribute cheerfully and regularly to the support of the ministry, the expenses of the Church, and the relief of the poor, and the spread of the gospel through all nations.

We also engage to maintain family and secret devotions; to religiously educate our children; to seek the salvation of our kindred and acquaintances; to walk circumspectly in the world; to be just in our dealings, faithful in our engagements, and exemplary in our deportment; to avoid all tattling, backbiting, and excessive anger; to avoid the sale and use of intoxicating drinks as a beverage; to use our influence to combat the abuse of drugs and the spread of pornography; to avoid participation in gambling; and to be zealous in our efforts to advance the kingdom of our Savior.

We further engage to watch over one another in brotherly love; to remember one another in prayer; to aid one another in sickness and distress; to cultivate Christian sympathy in feeling and Christian courtesy in speech; to be slow to take offense, but always ready for reconciliation and mindful of the rules of our Savior to secure it without delay.

We moreover engage that when we remove from this place we will as soon as possible unite with some other Church where we can carry out the spirit of this covenant and the principles of God's word.

V. Polity and Relationships

The government of this Church is vested in the body of believers who compose it. Persons duly received by the members shall constitute the membership as provided in the bylaws.

All officers and internal groups created and empowered by this Church shall report to and be accountable only to the Church, unless otherwise specified by Church action taken pursuant to the bylaws.

This Church is subject to the control of no other ecclesiastical body, but it recognizes and sustains the obligations of mutual counsel and cooperation which are common among Baptist churches. To the degree as is practical and so long as is consistent with the constitution, bylaws, and will of the Church as established by Church action taken pursuant to Article VII of the bylaws, this Church will cooperate with, support, and send voting messengers to, the Columbia Metro Association, the South Carolina Baptist State Convention, and the Southern Baptist Convention. Withdrawal from the Columbia Metro Association, the South Carolina Baptist State Convention, or the Southern Baptist Convention, or formal affiliation with any other ecclesiastical organization, shall require amendment to this constitution pursuant to Article X of the bylaws.

This Church may, in its discretion after study by an appropriate Church committee, from time to time adopt, amend, and repeal by Church action a Denominational Relationship Statement that addresses the manner in which the Church relates to ecclesiastical organizations and addresses denominational and ecclesiastical issues.¹ Such statement shall not, unless expressly set forth to the contrary in the statement (in which case adoption must comply with Article X of the bylaws), constitute an amendment or modification of this constitution. It shall

¹ The "Denominational Relationship Statement of St. Andrews Baptist Church" adopted May 19, 1991 shall be considered such a statement for purposes of this provision, subject to amendment or repeal by subsequent Church action.

be a primary goal of any such statement to preserve the unity, further the purposes and objectives, uphold the basic beliefs, and fulfill the covenants of this Church, all as set forth in this Constitution.

[As Amended October 18, 1992]

This Church was organized as a nonprofit church corporation under the laws of the State of South Carolina and its legal corporate existence shall be governed by the South Carolina Nonprofit Corporation Act of 1994, as amended, or corresponding provisions of succeeding law (the "Nonprofit Act").

[As Amended January 28, 1996]

BYLAWS

I. Church Membership

Section 1. General

This is a sovereign and democratic Baptist Church under the lordship of Jesus Christ. The membership retains unto itself the exclusive right of self-government in all phases of the spiritual and temporal life of this Church.

The membership reserves the exclusive right to determine who shall be members of this Church and the conditions of such membership.

Section 2. Candidacy

Any person may offer himself as a candidate for membership in this Church. All such candidates shall be presented to the Church at any regular Church service for membership in any of the following ways:

- (a) By profession of faith and for baptism by immersion according to the policies of this Church.
- (b) By promise of letter of recommendation from another Baptist church.
- (c) By statement satisfactory to the Church of prior conversion experience, baptism by immersion and membership in a church of like faith and order.
- (d) By restoration upon a statement of prior conversion experience and baptism in a church of like faith and order when no letter is obtainable.

An affirmative vote of two-thirds of those Church members present and voting at such regular Church service shall be required to elect any such candidate to membership. Should there be any dissent as to any candidate sufficient to bar election of such candidate to membership, unless the candidate withdraws, such dissent shall be referred to the Church Council for investigation and the making of a recommendation to the Church within thirty (30) days, at which time a second election shall be conducted.

For purposes of election of members, a “regular Church service” shall include all ~~regular~~ Sunday morning, Sunday evening, and Wednesday evening worship services ~~and all regular~~ revival ~~services~~, Church-wide Bible study, and similar worship ~~Bible study~~ services which the Church membership has opportunity to attend.

The Church may also accept by election as set forth above persons offering themselves for “watchcare memberships” who are members of, and shall retain membership in, another Baptist church or church of like faith and order. Watchcare members shall not be entitled to vote, to be elected to offices or committees, or to access official Church records, but shall

otherwise have all rights and responsibilities of members set forth in these Bylaws. Watchcare members shall not be deemed “members” for purposes of the Nonprofit Act.

[As Amended October 18, 1992 and January 28, 1996]

Section 3. New Member Orientation

New members of this Church are expected to participate in any new member orientation directed from time to time by the program organizations of the Church as set forth in these bylaws.

[As Amended August 12, 2012]

Section 4. Rights and Responsibilities of Members

(a) Every member of the Church is entitled and encouraged to vote at all elections and on all questions submitted to the Church in conference, provided the member is present and votes in person, or if absent, votes by absentee ballot on appropriate matters pursuant to procedures adopted from time to time by the Constitution and Bylaws Committee or Church action.² Voting by proxy is not permitted.

[As Amended October 18, 1992]

(b) Every member of the Church is eligible for consideration by the membership as candidates for elective offices and committees in the Church.

(c) Every member of the Church may participate in the ordinances of the Church as administered by the Church.

(d) Every member of the Church is entitled, upon reasonable request to the appropriate Church officer or committee, to access official Church records, subject to such procedures and policies as may be adopted by Church action.

(e) Members are responsible to be faithful in all the duties of the Christian life, to be regular in attendance at the services and meetings of the Church, to give regularly and systematically to the support of the Church and to Kingdom causes, to share in the organized work of the Church, to serve in positions of Church leadership, and to subscribe to the Constitution and Bylaws of the Church.

Section 5. Termination of Membership

Membership shall be terminated in the following ways: (1) death of the member, (2) dismission to another Baptist Church, (3) exclusion by action of this Church as provided in these bylaws, (4) upon written request of the member, or (5) erasure upon request or proof of membership in a Church of another denomination.

² The “Procedures for Absentee Balloting” adopted by the Constitution and Bylaws Committee in May 1991 shall be considered such a procedure for purposes of this section, subject to amendment or repeal by subsequent committee or Church action.

Section 6. Discipline

It shall be the practice of this Church to emphasize to its members that every reasonable measure will be taken to assist any troubled member. The pastor, other members of the Church staff, and deacons are available for counsel and guidance. The attitude of members toward one another shall be guided by a concern for redemption rather than punishment.

Should some serious condition exist which would cause a member to become a liability to the general welfare of the Church, the pastor and the deacons will take every reasonable measure to resolve the problem in accord with Matthew 18. If it becomes necessary for the Church to take action to exclude a member, a two-thirds vote of the members present is required; and the Church may proceed to declare the person to be no longer in the membership of the Church. All such proceedings shall be pervaded by a spirit of Christian kindness and forbearance.

The Church may restore to membership any person previously excluded, upon request of the excluded person, and by vote of the Church upon evidence of the excluded person's repentance and reformation.

II. Church Officers, Committees and Teams

All who serve as officers of the Church, committee chairs, committee members, and team leaders shall be members of this Church. All who serve as team members shall be a Church or Bible Study member. The actions of all officers, committees, teams, councils, and organizations of the Church remain subject to Church action ~~by the membership~~ pursuant to these bylaws.

[As Amended August 12, 2012]

Section 1. Church Officers

The primary officers of this Church shall be the pastor, the Church ministerial staff, the deacons, a clerk, a treasurer, and trustees. All officers except the pastor, the ministerial staff, the deacons, and the trustees shall serve for terms of one year.

(a) Pastor. The pastor is responsible for leading the Church to function as a New Testament Church. The pastor will lead the congregation, the organizations, and the Church staff to perform their tasks.

The pastor is leader of pastoral ministries in the Church. **As such the pastor works with the deacons and Church staff** to: (1) lead the Church in the achievement of its mission, (2) proclaim the gospel to believers and unbelievers, and (3) care for the Church's members and other persons in the community.

A pastor shall be chosen and called by the Church whenever a vacancy occurs. The election shall take place at a business meeting called for that purpose, of which at least one week's public notice has been given.

In the event of a vacancy, a Pastor Search Committee shall be constituted as provided in these bylaws to seek out a suitable pastoral candidate, and the committee's recommendation will constitute a nomination. Any Church member has the privilege of making other nominations according to the policies established by the Church. The committee shall bring to the consideration of the Church only one name at a time. If requested by 10% of the members present and voting, election shall be by secret ballot. An affirmative vote of two-thirds of the members present and voting shall be required for election of the candidate. The pastor, thus elected, shall serve until the relationship is terminated by his request or the Church's request as provided in these bylaws.

[As Amended February 29, 2004]

The Pastor Search Committee shall consist of the following: seven (7) full members at least twenty-one (21) years of age or older, who have been active members of the Church for at least one (1) year. A maximum of five (5) members may be of the same sex. Once a Pastor Search Committee is convened, its members may be substituted due to resignation or subsequent Church action.

[As Amended October 18, 1992, and February 29, 2004]

Pastor Search Committee members shall be nominated and elected in the following manner: The Church body shall nominate twice the number needed on the committee, totaling fourteen (14). The nominating shall be by ballot at a regular Sunday morning service after at least one week's notice has been given to the members of the Church. Each Church member shall be encouraged (by announcement in the Church's "Messenger" newsletter or other regular publication and at one or more regular worship services or business meetings) to nominate a maximum of seven (7) individuals. At a reasonable time (but not less than two(2) weeks) after the receipt of nominations from the Church's membership, the Nominating Committee shall develop for submission for Pastor Search Committee by Church action a ballot of nominees who have received the highest number or votes.

The final ballot shall consist of fourteen (14) nominees (a maximum of nine(9) of either sex) who have received the highest number of votes, and who have expressed a willingness to serve if elected. This ballot shall be presented to the Church at (a) regularly scheduled Sunday morning service(s) after at least one week's notice, including the names of the nominees, has been given to the members of the Church. Those nominees receiving the highest number of votes (maximum of five (5) of either sex) shall be elected. Tabulation of the votes shall be the responsibility of the Nominating Committee.

The Pastor Search Committee shall elect a chairman and vice-chairman; determine through input from the Church body the desired characteristics and qualifications of a Pastoral candidate; pursue candidates through resumes, audio and video tapes, and regular visits; have regular meetings; give monthly updates to the Church body on committee progress; and have unanimous agreement regarding the recommendation of a Pastor. The Pastor's Search Committee shall coordinate with other committees of the church, i.e. Finance, Personnel, etc., on issues pertaining to Pastoral Search process.

[As Amended February, 2004]

The pastor shall preside at all worship services of this Church, and if so designated may serve as moderator in all business meetings in keeping with the rules of order authorized in these bylaws.

The pastor may relinquish the office of pastor by giving at least two weeks' notice to the Church of the time of resignation. Such notice shall be in writing and delivered to the Church clerk and chairman of the deacons.

The Church may declare the office of pastor to be vacant. Such action shall take place at a business meeting called for that purpose, of which at least one week's public notice has been given in the same manner required in these bylaws for any special business meeting. The meeting may be called upon the recommendation by the Personnel Committee, by the deacons, or by written petition signed by not fewer than 200 of the resident Church members. The moderator for this meeting shall be the chairman of the deacons unless otherwise designated by the members present by majority vote, and shall be someone other than the pastor. The vote to declare the office vacant shall be by secret ballot; an affirmative vote of two thirds of the members present and voting being necessary to declare the office vacant. Except in instances of gross misconduct by the pastor so excluded from office, the Church will compensate the pastor with not less than one twelfth of his total annual compensation as severance pay. The termination shall be immediate and the compensation shall be rendered in not more than thirty days.

[As Amended October 18, 1992]

Interim Pastor Search Committee

In the event of a pastoral vacancy, a five (5) member Interim Pastor Search Committee will be nominated, consisting of the following members: two (2) members of the active deacon body, who are not members of the Personnel Committee, will be nominated by the deacons, and two(2) members of the Personnel Committee will be nominated by the Personnel Committee, with one(1) additional at-large member nominated by the Nominating Committee and elected by the church. This committee shall seek God's guidance through fervent prayer for a suitable ordained minister to serve as interim pastor and bring a recommendation for this person to the Church. Once an Interim Pastor Search Committee is convened, its members may be substituted but shall not rotate until the pastoral vacancy is filled.

The Interim Pastor Search Committee's recommendation for an interim pastor will be presented to the Church in a regular Church Conference. This recommendation and notice will be presented in writing at least one week prior to a called Church Conference for the purposes of bringing the motion to call and discussion of that motion.

The vote to call an Interim Pastor shall take place at a called Church Conference, without discussion, during Sunday morning services (provisions will be made to accommodate multiple services) after notice as provided for other called and special Church Conferences. Election and call shall be made by written ballot, an affirmative vote of two-thirds of those members present and voting being necessary for a call.

The following conditions will apply: A member of the current staff cannot serve as an interim pastor.

The Chairman of the Deacons is responsible for providing for the pulpit supply until such time as an Interim Pastor Search Committee is elected.

[As Added February, 2004]

(b) Ministerial and Non-Ministerial Staff. The additional salaried staff shall be called and employed as the Church determines the need for such offices. When the need for a staff member is determined, a job description shall be written at the direction of the Personnel Committee and approved by the committee or council whose work most involves the salaried staff member.

[As Amended August 12, 2012]

In the event of a vacancy in the ministerial staff or a determination by Church action that an additional ministerial staff member is needed, the Personnel Committee shall, with the consultation of the committee or council whose work most involves such ministerial staff position, seek out a suitable ministerial candidate for such position, and the committee's recommendation will constitute a nomination. Any Church member has the privilege of making other nominations according to the policies established by the Church. The committee shall bring to the Church only one name at a time. Election shall require the affirmative vote of two-thirds of the members present and voting.

[As Amended October 18, 1992 and August 12, 2012]

A ministerial staff member may relinquish a staff office by giving at least two weeks' notice to the Church of the time of resignation. Such notice shall be in writing and delivered to the pastor or the chairman of the deacons, and to the Church clerk. **The Church may vote to vacate such positions upon recommendation of the Personnel Committee, such termination being immediate and the severance compensation conditions being the same as for the pastor, except that the amount shall relate to the subject individual's compensation.**

Non-ministerial staff members shall be employed as the Church determines the need for their services and shall not be considered elected officers of the Church unless otherwise provided by Church action. The Personnel Committee shall have the authority to employ (subject to requirements of the Church budget as adopted by the Church and administered by the Finance Committee) and to terminate services of nonministerial staff members. Such employment and termination of services shall be with the recommendation of the supervising staff member and, as appropriate, with the consultation of related committees of the Church.

(c) Deacons. A special deacon recruiting committee (the "Deacon Recruiting Committee") shall nominate deacons ~~by the end of October~~ in accordance with the process described below, and the Church shall elect deacons in November **or December** (preferably simultaneously with trustee election) by secret ballot at special business meetings during Sunday morning worship services publicly announced for such purpose.

The Deacon Recruiting Committee shall consist of the deacon chair, deacon chair-elect, and three at-large Church members (who are not then active deacons and who at the time of election would not be eligible to serve as deacons during their terms on the Deacon Recruiting Committee) nominated with the assistance of the Church's Nominating Committee and elected by Church action. Two of the at-large members of the Deacon Recruiting Committee shall rotate off the Deacon Recruiting Committee each year, and one of the at-large members shall be designated by the Church's Nominating Committee to serve a two-year term. The Church's Nominating Committee shall also designate one of the at-large members to serve as the chair of the Deacon Recruiting Committee. The Deacon Recruiting Committee shall not be represented on Church Council. The Deacon Recruiting Committee shall be constituted no later than the end of July, and shall commence its deacon nomination process in August by the Deacon Recruiting Committee's seeking written recommendations for deacon candidates from the congregation as a whole in a publicly announced manner and upon publicly available recommendation ballots prepared by the Deacon Recruiting Committee, so that each Church member will have an opportunity to meaningfully recommend one or more candidates. Each Church member shall be encouraged (by announcement in the Church's "Messenger, newsletter, or other regular publication and at one or more regular worship services or business meetings) to recommend as many suitable candidates as there are vacancies to be filled. The Deacon Recruiting Committee shall also solicit recommendations from the Church Council, ministerial staff, program organization leadership, and other Church officers as the Deacon Recruiting Committee deems useful in the process. A reasonable time (but not less than 3 weeks) after the commencement of the solicitation of candidate recommendations from the Church's membership, the Deacon Recruiting Committee shall develop for submission for deacon election by Church action a ballot of suitable nominees in number equal to the number of deacon vacancies determined in July as set forth below. The Deacon Recruiting Committee shall give due consideration to, but shall not be bound by, the candidate recommendations it has received. As requested from time to time by the Deacon Chairman, the Deacon Recruiting Committee shall also designate alternates to fill any future vacancies for subsequent election by the deacons to fill unexpired terms as set forth below. The Deacon Recruiting Committee will continue to serve until the following July in order to designate any alternates who might be required. The names of alternates will not be submitted on the election ballot for Church action. All nominees placed on the election ballot must have agreed to serve as deacons in accordance with these Bylaws and the "Deacon Responsibility Manual" or similar document from time-to-time adopted by the deacons. The completed election ballot shall be submitted for Church action at the times described above. Each Church member attending such special business meetings shall be entitled to vote to elect as few as one and as many as all of the nominees on the election ballot or against the entire election ballot. The nominees receiving affirmative votes on at least a majority of the election ballots cast shall be elected as deacons, with the goal being to elect the entire ballot. The Deacon Recruiting Committee may at its discretion subsequently conduct additional recommendation, nomination, and election processes to fill vacancies at a regular business meeting, as requested by the deacons. If at least a majority of the nominees are not elected by a majority of the election ballots cast, the recommendation, nomination and election process must be repeated as soon as practicable by the Deacon Recruiting Committee to fill such remaining vacancies at a regular business meeting. The Deacon Recruiting Committee shall serve as voting inspectors for the election of deacons and trustees.

[As Amended October 18, 1992, August 17, 1997, October 17, 1999, and February 29, 2004, October 8, 2008, and August 12, 2012]

The deacons shall serve on a calendar year rotation basis for terms of three years each. The number of deacons to serve at the beginning of the next calendar year shall be set ~~as of the last Sunday in July~~ during the last quarter on the basis of a ratio of one deacon for each twelve family units, or fractions thereof, in the Church's membership; provided that any reduction in the number of deacons shall not effect a reduction in the term of any deacon. Each year the assigned term of office of approximately one third of the number of deacons shall expire, and election shall be held to fill vacancies and to add to the deacons such numbers as the Church size warrants as provided in these bylaws. In case of death, transfer of membership, resignation, removal by Church action, or incapacity to serve, the deacons may elect, from alternates designated by the Deacon Recruiting Committee, a deacon to fill an unexpired term in accordance with policies established by the deacons. Prior to such election, any alternate to be elected must have agreed to serve as a deacon in accordance with these Bylaws and the "Deacon Responsibility Manual" or similar document from time-to-time adopted by the deacons. After serving a term of three years' assignment, a deacon shall be eligible for reelection only after the lapse of at least one year.

[As Amended October 18, 1992, August 17, 1997, and October 17, 1999]

Ordination shall not be required for election, but shall be conducted prior to service, as a deacon in accordance with the policies of the deacons or the Church. There shall be no obligation to constitute as an assigned deacon one who has been a deacon in another Church; but in such instances as one might be chosen by this Church for assignment as a deacon, previous ordination by another Church of like faith and order shall suffice for this Church.

In accordance with the meaning of the work and the practice in the New Testament, deacons are to be servants of the Church. Their task is to serve with the pastor and staff in performing the pastoral ministry tasks of (1) leading the Church in the achievement of its mission, (2) proclaiming the gospel to believers and unbelievers, and (3) caring for the Church's members and other persons in the community. The deacons shall serve in accordance with the "Deacon Family Ministry Plan" adopted by the Church and shall not serve as a board of directors of the Church, but shall assist the staff and committees of the Church as practical and consistent with policies and procedures adopted by the deacons and the Church from time to time.

(d) Moderator. The pastor shall serve as the moderator for all business meetings unless otherwise determined by the vote of a majority of the members present and voting. In the absence of the pastor, the chairman of deacons shall preside; or in the absence of both, another ministerial staff member or the clerk shall call the Church to order and preside for the election of an acting moderator.

(e) Clerk. The Nominating Committee shall nominate and the Church shall elect annually a clerk as its clerical officer, fulfilling the duties and having the authority of the corporate secretary established by the Nonprofit Act. The clerk, with assistance of ministry support staff, shall be responsible for keeping a suitable record of all official actions of the Church, (including minutes of all business meetings and a current copy of the constitution and bylaws together with all amendments hereto), except as otherwise herein provided. The clerk shall be responsible for keeping a register of names of members, with dates of admission, dismissal, death or erasure, together with a record of baptisms. The clerk shall issue letters of

dismissal voted by the Church, preserve on file all communications and written official reports, and give required notice of all meetings where notice is necessary, as indicated in these bylaws. The clerk shall be responsible for preparing the annual letter of the Church to the association. The clerk shall coordinate the notice of any duly called special business meeting of the Church.

[As Amended January 28, 1996]

~~The Church may delegate some of the clerical responsibilities to a salaried Church secretary who will assist the elected clerk.~~ All Church records are Church property and shall be kept in the Church office ~~when an office is maintained.~~

(f) Treasurer. The Nominating Committee shall nominate and the Church shall elect annually a Church treasurer as its financial officer. It shall be the duty of the treasurer, **with assistance of ministry support staff**, to receive, preserve, and pay out, upon receipt of vouchers approved and signed by authorized personnel, all money or things of value paid or given to the Church, keeping at all times an itemized account of all receipts and disbursements. It shall be the duty of the treasurer to render to the Church at each regular open business meeting an itemized report of the receipts and disbursements of the preceding quarter. At the direction of the Finance Committee, the treasurer's report and records may be audited by an **ad hoc** auditing committee or public accountant. The treasurer shall be bonded, the Church paying for the bond, as determined by the Finance Committee.

[As Amended February 29, 2004]

Upon rendering the annual account at the end of each fiscal year and its acceptance and approval by the Church, the records shall be delivered by the treasurer to the Finance Committee, which shall keep and preserve the account as a part of the permanent records of the Church. All Church financial records are Church property and shall be kept in the Church office when an office is maintained.

(g) Trustees. The Church shall nominate and elect (concurrently with nomination and election of deacons) three or more trustees to serve as legal officers for the Church. The initial number of trustees shall be set at three, and thereafter the number of trustees may be increased or decreased (but not to fewer than three) by Church action without amendment to these bylaws. No decrease in the number of trustees shall effect a reduction in the term of any trustee. The trustees may hold in trust certain Church property. Upon a specific vote of the Church authorizing each action, they shall have the power to buy, sell, mortgage, lease, or transfer any Church property, or take any other authorized official or corporate action on behalf of the Church. The trustees shall be designated, for purposes of the Nonprofit Act, the board of directors of the Church, but the authority of the trustees shall remain subject in all respects to Church action and shall not be expanded by such designation.³ When the signatures of trustees are required, they shall sign legal documents involving the sale, mortgage, purchase, or rental of property, or other legal documents related to Church-approved matters.

[As Amended January 28, 1996]

³ See Articles of Amendment filed with the South Carolina Secretary of State on January 31, 1996, to which this section is subject.

Trustees shall serve on a calendar year rotation basis for terms of three years each, with one-third of the trustees being elected every year. Trustees shall be nominated by written ballot of the members at a regular or special business meeting in September or October and shall be elected by written ballot of the members in special business meetings in November (concurrently with the election of deacons) during Sunday morning worship services publicly announced for such purpose, in accordance with policies established by the voting inspectors. The Deacon Recruiting Committee shall serve as the voting inspectors for trustee nomination and election. The election ballot for trustees shall, if possible, contain the names of at least twice the number of nominees as the number of trustees to be elected. The voting inspectors shall otherwise administer the trustee election process in a manner corresponding to the deacon election process, as appropriate. After serving a term of three years, a trustee shall be eligible for reelection only after the lapse of at least one year.

[As Amended January 28, 1996 and August 17, 1997]

(h) Other Officers. The Church shall have such other officers not in conflict with these bylaws as the membership may determine upon a vote thereon. Such other officers shall be nominated by the Nominating Committee and elected by the Church to serve calendar year terms of one year, unless otherwise determined by Church action. All persons elected, appointed, or otherwise serving in positions designated by or contemplated in Articles II-V of these Bylaws shall be considered “officers” of the Church, unless otherwise determined by Church action. To the extent that the Church’s Articles of Incorporation or these Bylaws authorize the Church’s members, trustees, committees, councils, and officers to exercise powers, duties, and responsibilities of a board of directors (as and to the extent reserved or delegated to them in these bylaws), such members, trustees, committees, councils, and officers exercising such powers, duties, and responsibilities pursuant to the Church’s bylaws shall be entitled to immunity from suit and indemnity against liability and expenses to the same extent as directors pursuant to the Nonprofit Act and shall be considered “directors” for purposes of any such insurance policy covering the Church’s directors.

[As Amended June 16, 1996]

(i) Removal and Vacancies. Except as otherwise provided for the pastor, other ministerial staff members, and the deacons: (1) all Church officers are subject to removal and replacement (for unexpired terms) by Church action, and (2) vacancies in Church officers may be filled (for unexpired terms) by Church action, with (in the case of clerk, treasurer, committees, and councils) the assistance of the Nominating Committee.

Section 2. Church Committees and Teams

The committees of the Church shall be Nominating Committee, Finance Committee, Personnel Committee, Building and Grounds Committee, Missions Committee, Constitution and Bylaws Committee, Deacon Recruiting Committee, and Weekday Preschool Committee. The church teams are Flower Team, Ordinance Team, Extended Session Team, Usher Team, Recreation Team, and Loving Service Team. Additional committees or teams may be formed on an ad hoc basis. Ad hoc committees or teams shall continue only for the period of time necessary to complete the special function for which they are established, unless sooner dissolved by Church action.

[As Amended October 18,1992, October 23,1994, June 16, 2001, February 29, 2004, September 23, 2007, and August 12, 2012]

All Church committee members and team leaders, shall be nominated by the Nominating Committee and elected by Church action, **except the Deacon Recruiting Committee** as heretofore set out. The team leader will then have authority to add team members as needed. Team members are recruited by Team Leaders or are encouraged to volunteer to serve on a Team. Any Church member shall have the privilege of making other nominations according to the policies established by the Church. Unless otherwise specified in a formally adopted Church manual or policy under Article IX or otherwise set forth in these bylaws: (a) committee members shall serve on a three-year rotation basis with one-third to be elected each year, Team Leaders shall serve for a two-year term and are eligible for re-election (b) the terms of office of Church committees, as well as Team Leaders, shall commence on January 1 of each year: (c) committee members completing a full three-year term, shall be eligible for re-election to the same committee only after the lapse of at least one year; and (d) committees shall have a minimum of six (6) members or such other number of members evenly divisible by three as is expressly recommended by the Church Council or the Nominating Committee in view of the committee's function and elected by Church action. To the extent practical, Church committees and team leaders shall be nominated and elected before the end of November for terms to commence on January 1 of the following year. Committee terms which are unexpired at the adoption of these bylaws shall be adjusted to the extent possible for transitional purposes by policy of the Nominating Committee or resolution adopted by Church action. All committee members and team leaders are subject to removal and replacement (for unexpired terms) by Church action, and vacancies in committees may be filled by Church action, with the assistance of the Nominating Committee. Committees shall be led by a chairman, a chairman-elect, who shall (absent a contrary vote by the committee) serve as the vice chairman in the chairman's absence and succeed to the office of chairman in the ensuing year (when possible), and a secretary. If the committee officers are not designated by Church action in the election process, each committee shall appoint such officers.

[As Amended June 16, 1996, August 17, 1997, September 23, 2007, and August 12, 2012]

(a) The Nominating Committee coordinates the staffing of all Church leadership positions filled by volunteer workers, unless otherwise specified herein. Members considered for any such positions shall first be approved by the Nominating Committee before they are approached for recruitment. The Nominating Committee shall present to the Church for election all who accept the invitation to serve. Any Church member shall have the privilege of nominating persons to fill such positions according to policies established by the Church.

[As Amended June 16, 1996]

(b) The Personnel Committee assists the Church in matters related to all employed or compensated personnel administration, including ministerial staff and others called by Church action. Its work includes such areas as determining staff needs, employment, salaries, benefits, other compensation, policies, discipline, job descriptions, and personnel services.

[As Amended June 16, 1996]

(c) The Building and Grounds Committee assists the Church in matters related to properties administration. Its work includes such areas as maintaining all Church properties and vehicles for ready use, recommending policies regarding use of properties (including all requests for alterations, additions, and deletions to all Church properties and signage thereon). The committee will consult with the Personnel Committee as needed and the Church staff regarding the needs for, and the employment of, maintenance personnel, and regarding the assignment of supervisory responsibility to appropriate personnel.

[As Amended June 16, 1996, June 11, 2000 and August 12, 2012]

(d) The Finance Committee develops, recommends and administers the Church's financial plan of ministry, including a unified Church budget. It advises and recommends in the administration of the gifts of Church members and others, using sound principles of financial management. It works with the treasurer in the preparation and presentation to the Church of required reports regarding the financial affairs of the Church. It aids the Church in the development of an understanding of, and commitment to the biblical concepts of individual and corporate stewardship, by promoting tithing and the financial support of the work of the Church.

[As Amended June 16, 1996 and September 23, 2007]

(e) The Missions Committee seeks possibilities for local and distant missions projects, including apartment and other multi-housing opportunities in the communities served by the Church, shares findings and coordinates missions work with Church program organizations, identifies and supports missions activities of the members, and serves the Church in establishing and conducting missions projects as may be assigned to it.

[As Amended June 16, 1996 and August 12, 2012]

(f) The Constitution and Bylaws Committee is responsible for aiding the Church in updating the constitution and bylaws and providing policies and advice on matters of procedure for the orderly conduct of the Church's business as needed from time to time. Its work includes review of the governing documents and consulting with other committees, the Church Council, and staff about needed changes.

[As Amended June 16, 1996]

(g) The Weekday Preschool Committee develops, recommends, and administers the Church's weekday child enrichment/preschool program. Its work includes developing and implementing school schedules, objectives, plans and policies; coordinating school staffing, budgetary, and facilities matters with the Personnel, Finance and Building and Grounds Committees; working with ministerial staff and program organizations for shared use of facilities, equipment, supplies, and other resources; and addressing other operational requirements for the school.

The specific duties of the committees of the Church shall be set forth and elaborated in policies and manuals formally adopted by Church action or informally promulgated by committees, from time to time, pursuant to Article IX of these bylaws.

III. Church Program Organizations

The Church shall maintain programs of Bible teaching; Church member training, Church leader training, new member orientation; mission education, action, and support; and music education, training, and performance. All organizations related to the Church programs shall be under Church control, all officers being elected by the Church and reporting regularly to the Church and all program activities subject to Church coordination and approval. The Church shall provide the human resources, the physical resources, and the financial resources for the appropriate advancement of these programs. These programs shall include:

(a) Bible Study Groups. Bible Study Groups shall be the basic organization of the Bible teaching program. Its tasks shall be to teach the biblical revelation, reach persons for Christ and Church membership, perform the functions of the Church within its constituency, provide and interpret information regarding the work of the Church and denomination.

[As Amended August 12, 2012]

Bible Study Groups shall be organized by departments and/or classes, as appropriate for all ages, and shall be conducted under the direction of one or more Bible Study Group directors, with assistance of appropriate ministerial staff members.

[As Amended October 18, 1992, and February 29, 2004, August 12, 2012]

~~(b) — Discipleship Training. The Discipleship Training organization shall serve as the training unit of the Church. Its tasks shall be to train Church members to perform the functions of the Church; train Church leaders; orient new Church members; teach Christian theology, Christian ethics, Christian history, and Church polity and organization; and provide and interpret information regarding the work of the Church and denomination.~~

~~Discipleship Training shall be organized by departments and/or classes, as appropriate for all ages, and shall be conducted under the direction of a Discipleship Training director (elected by the Church) and Discipleship Training Council, with assistance of appropriate ministerial staff members.~~

(c) WMU. The Women's Missionary Union shall be the mission education, mission action, and mission support organization of the Church primarily for women, girls, preschool children and other groups. Its tasks shall be to teach missions; engage in mission action; support world missions through praying and giving; and provide and interpret information regarding the work of the Church and denomination.

Woman's Missionary Union shall have such officers and organizations as the program requires, with assistance of appropriate ministerial staff members.

[As Amended October 15, 1989, October 18, 1992, and February 29, 2004]

(d) Men's Ministries. The Men's Ministries shall be the Church's organization for evangelizing and developing spiritual maturity of men and boys, and equipping and extending men and boys for ministries and missions. Its tasks shall be to teach missions, engage in mission action, support world missions through praying and giving, and provide and interpret information regarding the work of the Church and denomination.

The Men's Ministries shall have such officers and organization as the program requires, with assistance of appropriate ministerial staff members.

[As Amended October 15, 1989, October 18, 1992, and February 29, 2004]

(e) Music. The Church Music organization shall be the music education, training, and performance organization of the Church. Its tasks shall be to teach music; train persons to lead, sing, and play music; provide music in the Church and community; and provide and interpret information regarding the work of the Church and denomination.

The Church Music program shall have a music council (one of whom shall be designated by the music council as its chair) and such officers and organization as the program requires, with assistance of appropriate ministerial staff members.

[As Amended October 18, 1992, and February, 29, 2004]

(f) Other Program Organization Leadership. The Church shall also establish by formally adopted Church manual or policy under Article IX, or otherwise by Church action such councils and committees as deemed appropriate to provide leadership for programs as recommended by the Church Council and approved by Church action.

[As Amended June 16, 1996 and August 12, 2012]

IV. Church Program Services

The Church shall maintain media library services ~~and recreation services~~ for the purpose of enriching and extending the ministries and programs of the Church.

(a) The media library service will be the resource center for the Church. Its personnel will seek to provide, develop, administer, and promote the use of printed, audiovisual, and similar resources. They also will provide consultation to Church leaders and members in the use of printed, audiovisual, and similar resources. This service shall be provided under the

direction of the Media Library director, (elected by the Church) ~~and Media Library Council~~, with the assistance of appropriate ministerial staff members. ~~The Media Library Council shall consist of no fewer than six members elected by Church action for terms of one year each. The Media Library director shall chair the Media Library Council.~~

[As Amended June 16, 1996 and August 12, 2012]

(b) ~~The Church recreation team will seek to meet the recreational needs of members and groups. Its personnel will provide recreational activities, consultation, leadership assistance, and resources. This service shall be provided under the direction of the Recreation Team, with the assistance of appropriate ministerial staff members.~~

[As Amended August 12, 2012]

V. Church Council

The Church Council shall serve the Church by leading in planning, coordinating, conducting, and evaluating the ministries and programs of the Church and its organizations.

The primary functions of the Church Council shall be to recommend to the Church suggested objectives and Church goals; to review and coordinate ministry and program plans recommended by Church officers, organizations, and committees; to implement long range plans adopted by the Church; to recommend to the Church the use of leadership, calendar time, and other resources according to program priorities; to coordinate the work of the committees and organizations; to recommend to the Church appropriate policies and procedures for furtherance of its objectives; and to evaluate achievements in terms of Church objectives, goals, and long range plans.

Regular voting members of the Church Council shall be the pastor, other Church ministerial staff members, treasurer, chairman of deacons, chairmen of the committees, with exception of Deacon Recruiting Committee. Other non-voting group representatives may be invited to Church Council meetings by the Church Council Chair. Unless otherwise designated by Church action in the election process, the Church Council shall appoint from its non-ministerial staff membership a chairman and a chairman-elect (who shall serve as the vice-chairman in the absence of the chairman). In the absence of a contrary vote by the Church Council, the chairman-elect shall succeed to the office of chairman in the ensuing year (when possible). In the event that the chairman-elect does not by reason of another office serve on the Church Council in the ensuing year, the Council's membership shall be expanded by one and the chairman-elect shall continue to serve on the Council during such year by reason of succession to chairman. The Church Council shall also appoint from its membership a secretary. The Church Council may designate a regular meeting time and place, for which notice is not required, and its chairman, chairman-elect, or secretary may call special meetings upon reasonable notice to the Council's membership. A quorum of the Church Council shall consist of those members of the Council who attend a duly called and convened meeting of the Council. The Church Council shall be authorized to establish its own organizational structure (including sub-committees and task groups), and to delegate responsibilities within such structure, as needed to facilitate the achievement of its purposes and the completion of its responsibilities.

[As Amended June 16, 1996 and August 12, 2012]

All matters agreed upon by the Council which call for action not already approved shall be referred to the Church for approval or disapproval.

VI. Church Ordinances

Section 1. Baptism

This Church shall receive for baptism any person who has received Jesus Christ as Savior by personal faith, who professes him publicly at any worship service, and who indicates a commitment to follow Christ as Lord.

- (a) Baptism shall be by immersion in water.
- (b) The pastor, or whomever the Church shall authorize, shall administer baptism. The Ordinances Team 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 the Church.
- (d) A person who professes Christ and is not baptized after a reasonable length of time shall be counseled by the pastor and/or ministerial staff or deacons. If negative interest is ascertained on the part of the candidate, he shall be deleted from those awaiting baptism.

The Ordinances Team shall assist in the preparation for, and observance of, baptism.

[As Amended June 16, 1996 and August 12, 2012]

Section 2. The Lord's Supper

The Church shall observe the Lord's Supper on a periodic basis. Unless otherwise scheduled by Church action, the Church Council shall adopt and publicize to the Church membership a calendar of the dates and times of observance. The observance may also be administered at special worship services as approved by the Church Council. The observance may be administered as an act of worship during any worship service of the Church. The pastor (or in his absence a substitute qualified ministerial staff member) and deacons shall administer the Lord's Supper. The Ordinances Team shall assist in the preparation for, and the observance of, the Lord's Supper.

[As Amended August 12, 2012]

VII. Church Meetings

Section 1. Worship Services

The Church shall meet regularly ~~each Sunday morning, Sunday evening, and Wednesday evening~~ for the worship of Almighty God. Prayer, praise, preaching, instruction, evangelism, and sacred music shall be among the ingredients of these services. The pastor and other ministerial staff shall direct the services for all the Church members and for all others who may choose to attend.

Section 2. Special Services

Revival services and any other Church meetings essential to the advancement of the Church's objectives shall be placed on the Church calendar.

Section 3. Regular Business Meetings

The Church shall conduct regular business meetings to be conducted during ~~the first month~~ of each calendar quarter. ~~Additional business meetings may be conducted as needed for submission of written reports and necessary items during the second and third months of each calendar quarter. The regular meetings will be conducted on the fourth Sunday of each such month~~ unless the schedule for worship services makes it impractical, in which case the Church shall publicly announce the alternate time for such meeting. Notice of meetings must be given in such a manner that all resident members have opportunity to know of the meeting (which shall be deemed satisfied by, among other methods, announcement in a prior duly called and convened business meeting or in Sunday morning worship services, publication in the Church's "Messenger", newsletter, or other regular publication, or direct mail to the membership roll).

Unless determined by Church action, the ~~April~~ regular business meeting **held in the second quarter** is the designated time for presentation of the Treasurer's Report on the Church's prior year financial condition. This meeting of the members shall serve to satisfy the requirements of the NonProfit Act.

[As Amended October 18, 1992, January 28, 1996, February 29, 2004, and August 12, 2012]

Section 4. Special Business Meetings.

The Church may conduct special called business meetings to consider matters of special nature and significance. A one-week notice must be given for the specially called business meeting unless extreme urgency renders such notice impractical or these bylaws require otherwise. Such notice may not be given more than sixty-days prior to such meeting. The notice shall include the subject, the date, and time and place; and it must be given in such a manner that all resident members have opportunity to know of the meeting (which shall be deemed satisfied by, among other methods, announcement in a prior duly called and convened business meeting or in Sunday morning worship services, publication in the Church's Messenger, newsletter, or other regular publication, or direct mail to the membership roll). A special business meeting may be called by the pastor, the trustees, the treasurer, the clerk, the deacons, any Church committee, **or by written petition signed by not fewer than 200 of the resident Church members.**

[As Amended October 18, 1992, January 28, 1996 and August 12, 2012]

Section 5. Quorum

A quorum consists of those members who attend the business meeting, provided it is a regular meeting or a special meeting that has been properly called.

Section 6. Action

Unless otherwise provided in these bylaws, the affirmative vote of a majority of those members present and voting at any duly called and convened regular or special business meeting shall be controlling as to any matter duly brought before the meeting for vote of the membership. Matters requiring “Church action” or determination by the Church in these bylaws shall require a vote pursuant to this section and all votes of the membership must be conducted at duly called and convened business meetings.

Section 7. Parliamentary Rules

Robert’s Rules of Order, Revised, is the authority for parliamentary rules of procedures for all business meetings of the Church and shall govern the conduct of such meetings to the extent not in conflict with the constitution or bylaws of the Church.

VIII. Church Finances

Section 1. Budget

The Finance Committee, in consultation with the Church Council, other committees, teams and directors of organizational programs, shall prepare and, after review with the deacons, submit to the Church for approval a unified and inclusive budget, indicating by items the amount needed and sought for all local and other expenses.

It is understood that membership in the Church involves financial obligation to support the Church and its causes with regular, proportionate gifts. Annually there shall be opportunity provided to secure worthy commitments of financial support from the Church members. A plan for subscribing the budget shall be developed and administered by the Finance Committee. Offering envelopes will be provided for members’ use.

[As Amended August 12, 2012]

Section 2. Accounting Procedures

All funds received for any and all purposes shall be accounted by the Church treasurer, or ~~financial secretary~~ **Financial Administrator** at the direction of the Church treasurer, and be properly recorded on the books of the Church. Those who have responsibility that involves actual handling of funds shall be bonded, the Church paying the bond, as determined by the Finance Committee.

The development, adjustment, and administration of a system of accounting that will adequately provide for the handling of all funds shall be the responsibility of the Finance Committee and shall be carried out under the direction of the treasurer. The Finance Committee shall also determine the authority and responsibility for check-writing authority and shall establish prudent procedures and safeguards regarding the handling of all funds.

Section 3. Fiscal, Operational, and Organizational Years

The Church fiscal year shall begin on January 1 and end on December 31. The Church operational year shall begin on January 1 and end on December 31. The Church organizational program year shall begin on September 1 and end on August 31.

[As Amended July 17, 1994]

IX. Church Operations Manuals

Committees and Teams of the Church may from time to time as needed develop Church operations manuals, policies and procedures, long-range plans, and organization charts depicting lines of responsibility in the administration of the Church. The Church shall have a committee, team and council manual outlining the duties, membership, authority, and procedures for all committees, teams and councils of the Church, which manual shall be formally adopted and amended from time to time by Church action. The manuals, policies and procedures, plans, and charts shall be kept in the Church office and made available for use there by any member of the Church. **The Church clerk shall maintain the manuals, policies and procedures, plans and charts.** The Church Council, or committees teams shall review the manuals, policies and procedures, plans and charts as needed, with authority to recommend changes for the Church to consider. Any Church member or Church organization may initiate suggested changes in the manuals, policies and procedures, plans and charts.

[As Amended October 18, 1992 and August 12,2012]

Manuals, policies or procedures, and plans may be formally adopted by Church action, in which case they shall be binding, or informally promulgated by committees, teams or organizations and approved by the Church Council, in which case they shall be precatory.

[As Amended August 12, 2012]

Addition, revision, or deletion of formally adopted Church manuals, policies or procedures, and plans shall require: (1) the recommendation of the Church officer, committee, team or organization to whose areas or assignment the policy relates, (2) discussion by the Church Council, and (3) approval by the Church.**TO MY KNOWLEDGE THERE ARE NO FORMALLY ADOPTED MANUALS, POLICIES, PROCEDURES OR PLANS.**

[As Amended August 12, 2012]

Informally adopted Church manuals, policies or procedures, and plans may be added, revised, or deleted by recommendation of the Church officer, committee, team or organization to whose areas or assignment the procedures relate, and approval by the Church Council.

X. Amendments

Changes in the constitution and bylaws may be made at any regular business meeting of the Church (or special business meeting of the Church duly called expressly, but not necessarily exclusively, for such purpose); provided that in any case: (1) each amendment shall have been presented in writing at a previous business meeting; (2) copies of the proposed amendment shall have been furnished to each member present at the earlier meeting and shall be available to all members at the Church office or media library during regular hours; and (3) notice that an

amendment will be voted upon at the meeting shall be published to the membership in the Church's "Messenger", newsletter, or other regular publication, or by direct mail to the membership roll, at least one week before the meeting. Amendments to the constitution shall be adopted by the affirmative vote of two-thirds of the Church members present and voting. Amendments to the bylaws shall be adopted by the affirmative vote of a majority of the members present and voting, except that amendment of any bylaw provision which itself establishes a vote of a proportion greater than a majority shall require the greater proportion. Amendments must be in writing and upon approval shall be maintained by the Church clerk with these bylaws in the permanent records of the Church.

[As Amended October 18, 1992 and January 28, 1996]

XI. EFFECTIVENESS

This amended and restated constitution and bylaws modifies, replaces in the entirety and repeals all prior constitution and bylaw provisions; provided, however, that no Church action taken prior to the date hereof pursuant to any such prior constitution and bylaw provision shall be effected by the adoption hereof or repealed thereof. There shall be no interruption in the establishment or governance of the Church as a result of the adoption hereof. This amended and restated constitution and bylaws shall be known as the "Constitution and Bylaws" of the Church and shall be effective as of September 17, 1989.

Certified:

/s/ Susan Williams
Church Clerk
September 18, 1989

Certified as Amended:

/s/ Betty Y. Douglass
Church Clerk
October 15, 1989

Certified as Amended:

/s/ Betty Y. Douglass
Church Clerk
October 18, 1992

Certified as Amended:

/s/ Betty Y. Douglass
Church Clerk
July 17, 1994

Certified as Amended:

/s/ Betty Y. Douglass
Church Clerk
October 23, 1994

Certified as Amended:

/s/ Carolyn Godfrey
Church Clerk
January 28, 1996

Certified as Amended:

/s/ Carolyn Godfrey
Church Clerk
June 16, 1996

Certified as Amended:

/s/ Nancy Turner
Church Clerk
August 17, 1997

Certified as Amended:

/s/ Sandra Courie
Church Clerk
October 17, 1999

Certified as Amended:

/s/ Sandra Courie
Church Clerk
June 11, 2000

Certified as Amended:

/s/ Sandra Courie
Church Clerk
January 14, 2001

Certified as Amended:

/s/
Church Clerk
February 29, 2004

Certified as Amended:

/s/
Church Clerk
September 23, 2007

Certified as Amended:

/s/Betty Y. Douglass
Church Clerk
October 8, 2008

Certified as Amended

/s Betty Y. Douglass
Church Clerk
August 12, 2012