



CONNECTION CHURCH

Connection Church
Constitution and Bylaws

CONSTITUTION

PREAMBLE

Mission: Connection Church exists to connect every man, woman, and child to Jesus Christ, his people, and his mission.

PRINCIPLES OF CONSTRUCTION

These Constitution and Bylaws are created with the intention to describe a church government that is faithful to the values of the Holy Scriptures while at the same time able to function effectively within the principles of law, which empower modern corporate governance. In deference to the Holy Scriptures, voting is not favored as it is in corporate governance. It seems clear from the New Testament pattern that the local Church was led by a plurality of Elders. This Elder Team is expected to make decisions through consensus and affirmation as the Spirit enables. Nonetheless, for the sake of clarity, certain provisions requiring a vote are maintained. Opportunities for affirmation are provided for, so that the Church Partnership might join in the decisions made by the Elders. May the Spirit direct his Church as to how the processes of affirmation and consensus, operating in the sphere of Christian love, may guide the local Church in determining the will of the Lord.

ARTICLE 1 - NAME

The name of this Church shall be as follows: Connection Church of the Assemblies of God, hereinafter referred to as the "Church."

ARTICLE 2 - PURPOSES AND PREROGATIVES

SECTION 1. GOVERNMENT

This Church shall have the right to govern itself and to conduct its own affairs according to the standard of the New Testament Scriptures, the Pennsylvania-Delaware Ministry Network, and the General Council of the Assemblies of God. This right shall specifically include such matters as the appointment of a Lead Pastor, the appointment of the Elder Team, the recognition of Partners, the discipline of its Partners, and the conducting of its own services and Church programs.

SECTION 2. PROPERTY

This Church shall have the right to purchase or acquire by gift, bequest, or otherwise, either directly or as trustee, and to own, hold in trust, use, sell, rent, convey, mortgage, or otherwise dispose of any real estate or assets as may be deemed necessary for the furtherance of its purposes, in accordance with its Constitution and Bylaws. All property of the Church shall be deeded to the Church and held in its name.

SECTION 3. PURPOSES

The purposes of the Church shall be to establish and maintain a community of worship, to provide for Christian fellowship and discipleship, and to assume our share of the responsibility and privilege of propagating the gospel of Jesus Christ through the power of the Holy Spirit by all available means, both in our region and throughout the world.

ARTICLE 3 - AFFILIATION

SECTION 1. FELLOWSHIP

This Church shall have perpetual existence and is a sovereign assembly. As such, this Church maintains the right to govern its own affairs. Recognizing, however, the benefits of cooperation with other like-minded congregations, this Church voluntarily affiliates with the Assemblies of God in its national and district expressions. This Church also reserves the right to network with other organizations, as it deems beneficial. All matters of affiliation shall be decided as prescribed in these Constitution and Bylaws.

SECTION 2. CONFORMATION

This Church shall maintain its standards of Partnership, qualifications for Pastoral Staff and Elder Team Members, as set by the Holy Scriptures.

SECTION 3. RECOGNITION

Officers of the Pennsylvania-Delaware Ministry Network and the General Council of the Assemblies of God shall be recognized and respected by the Lead Pastor, Elder Team, Financial Director and Partners of this Church.

ARTICLE 4 - TENETS OF FAITH

SECTION 1. ABOUT SCRIPTURE

We believe God inspired the writing and protected the transmissional process of the Scriptures, both the Old and New Testaments, to equip humankind to honor and obey God in every area of life. As such, Scripture, interpreted in context, will be our only source for what we believe, what we do, and how we act toward others.

SECTION 2. ABOUT GOD

We believe there is one true God who is eternally self-existent and the creator of all things. God is beyond human understanding and imagination and has revealed himself through his Word. God is all-knowing, all-powerful, and all-present. He is unconditionally loving,

relentlessly merciful, and absolutely just. He has revealed himself as Father, Son, and Holy Spirit.

SECTION 3. ABOUT JESUS CHRIST

We believe Jesus Christ was fully human and fully God. Jesus was born of a virgin, lived a sinless life, performed miracles, died a substitutionary death on the cross, rose from the dead on the third day, and is at the right hand of God interceding for his people. Jesus Christ will return again.

SECTION 4. ABOUT HUMANITY

We believe that humankind is created in the image of God. As such, we were designed to be representatives for God on the earth. However, we believe that all have sinned and fall short of the glory of God. We believe that unconditional love, unlimited forgiveness, and undying hope are found in Jesus Christ - the one and only mediator between God and man.

SECTION 5. ABOUT THE HOLY SPIRIT

We believe the Spirit of God indwells every believer. The fruit of the Spirit is the by-product of a Spirit-filled life and evidence of spiritual maturity. The gifts of the Spirit should be earnestly sought and used to serve others, edify the church, and glorify God. We believe every Christian, empowered by the Holy Spirit, will be an effective witness for God throughout the world.

We recognize the Statement of Fundamental Truths as adopted by the General Council of the Assemblies of God.

ARTICLE 5 - PARTNERSHIP

The Members of this Church as referenced in its Articles of Incorporation shall be called Partners. In deference to the Holy Scriptures, the term Partners shall be used solely to reflect the spiritual responsibilities that the Church Members share with the Church Leadership. In no way is the term Partner intended to create or imply a legal relationship of partnership, joint venture, or any other legal relationship other than that of Member as defined by the Articles of Incorporation of this Church, the Business Corporation Law of 1988 of

the Commonwealth of Pennsylvania, as now enacted, and the Nonprofit Corporation Law of 1988 of the Commonwealth of Pennsylvania, as now enacted.

The Partnership of this Church shall consist of those who have met the requirements for Partnership as stated in these Constitution and Bylaws, have been received into Partnership, and who voluntarily agree to be governed by these Constitution and Bylaws. All Partners of this Church agree to abide by the Partnership Covenant. Partnership in this Church does not simply imply joining the organization, but partnering in accomplishing its mission. As such, every Partner should have a vested interest in ensuring that this Church succeeds in its mission.

ARTICLE 6 - GOVERNMENT AND CHURCH MANAGEMENT

SECTION 1. ELDER TEAM

The Board of Directors identified in this Church's Articles of Incorporation shall be named the Elder Team. The governing authority and spiritual leadership of Connection Church rests in the Elder Team as a whole. This reflects the intention of the Elder Team to function as a plurality. The Elder Team shall consist of no less than five (5) individuals who shall be responsible for working together to advance the vision and mission of the Church. All Elder Team Members shall be Pastoral Staff or Partners of this Church. No more than two Elder Team Members shall be related to each other. Elders shall be determined to be related to the fourth degree of consanguinity. For the purposes of determining relatedness, husbands and wives shall each respectively be deemed to be blood relatives of each other's families.

SECTION 2. LEAD PASTOR

The Lead Pastor shall serve as the First Among Equals on the Elder Team. He will be responsible to lead the Elder Team so that the Church can faithfully fulfill its vision and mission. The Lead Pastor will be accountable to the Elder Team. The Lead Pastor will chair all meetings of the Elder Team unless the meeting involves disciplinary matters involving the Lead Pastor or compensation discussions or decisions pertaining directly to the Lead Pastor or members of his family.

SECTION 3. PARTNERSHIP

The Partnership shall fulfill the mission of the Church by learning to follow Jesus, being involved in ministry, giving regularly, helping fulfill missional decisions of the Elder Team, and by voting on decisions made by the Elders as listed in Article 8, Section 4. Partners will also affirm the decision of the Elders regarding the appointment of a new Lead Pastor at any official partnership meeting.

SECTION 4. FINANCE DIRECTOR

The Finance Director will serve to oversee the finances of the Church. The Finance Director will report to the Elder Team. The Finance Director must be a Partner of the Church for no less than two years before assuming office. The Finance Director will be selected and affirmed by the Elder Team. The Finance Director can also be a current Elder. The Lead Pastor may never serve as Finance Director. The Finance Director is required to provide quarterly financial statements to the Elder Team and an annual report of the Church finances to the Partnership during the first quarter of the next fiscal year.

ARTICLE 7 - MEETINGS

SECTION 1. PARTNERSHIP MEETINGS

At the discretion of the Elder Team, Partnership meetings can be called as the occasion requires. The Elder Team must give one (1) full-week notice before the meeting to all the Partners. This can be done through electronic mail, text messaging, via telephone, or other modern, widely used modes of communication. The Partnership meeting must be communicated during a Sunday service in advance of the meeting.

SECTION 2. ELDER TEAM MEETINGS

The Elder Team shall meet no less than six (6) times per year. Special meetings of the Elder Team may be held as the occasion requires. The Elder Team may meet in Executive Session for issues of personnel, legal matters, and compensation. Non-Staff Elders reserve the right to ask Staff Elders to recuse themselves during any meeting or portion of a meeting where a clear conflict of interest exists. The Elder Team is required to keep official minutes of all decisions made.

SECTION 3. QUORUM AND PASSING VOTE

A quorum of thirty-three percent (33%) of the Church Partnership is required at all meetings when voting will occur to approve the borrowing of money. A passing vote must be equal to or greater than seventy-five percent (75%) of the Partnership in attendance at the meeting. All voting will be by secret ballot. Secret ballot voting may be done via secure electronic voting system or paper ballot as determined by the Elder Team.

A quorum of sixty-six percent (66%) of the Elder Team constitutes a quorum at all Elder Team meetings. Additional Elders may be required to be present to conduct specific business as outlined in these Constitution and Bylaws.

When referenced in these Constitution and Bylaws, an official meeting of any of the aforementioned bodies is defined as a meeting at which a quorum is present.

ARTICLE 8 - FINANCE

SECTION 1. SOURCES

Funds for the maintenance of the vision and mission of the Church shall be provided by the voluntary contributions of its Partners, friends, and guests without pressure or coercion.

SECTION 2. ADMINISTRATION

Offerings shall be received by the Church at times and in ways agreed upon by the Elder Team. Funds received shall be administered by the Elder Team. All funds shall be deposited in a bank or financial institution(s) selected by the Elder Team. Records shall be kept of all receipts and disbursements. Those responsible for handling and dispersing funds shall be properly bonded or insured and shall be subject to state and federal criminal background checks, as well as financial background checks.

SECTION 3. SOLICITATION

No individual, association, or corporation shall be permitted to solicit funds from the people of the Church for any reason without the consent of the Elder Team.

SECTION 4. BORROWING

The Elder Team shall have the authority to borrow such sums as may be needed from time to time to advance the mission of the Church.

Partners shall vote on borrowing decisions made by the Elders when the following limits are to be exceeded: 1) a secured loan in excess of fifty percent (50%) of the available equity of the church building(s) and real property; or 2) purchase or lease of real property or other business assets in excess of \$1,000,000.00. Borrowing or leasing above these limits shall require the approval of the Partnership by a passing vote equal to or greater than seventy-five percent (75%) during an official meeting of the Partnership of the Church. All other borrowing below these limits may be authorized by a 75% passing vote of the Elder Team at an official meeting.

SECTION 5. AUDITS AND REVIEWS

A financial audit or review may be requested by any Elder Team Member and shall be completed by an independent source when approved by the Elder Team. Financial audits are not required, but a financial report and official bank statements shall be presented to the Elder Team on a quarterly basis.

SECTION 6. CONFLICTS OF INTEREST

In the event that any Elder Team Member has a conflict of interest that might properly limit such member's fair and impartial participation in the deliberations or decisions, such member shall inform the other members as to the circumstances of such conflict. If those circumstances require the non-participation of the affected member, the other members may nonetheless request from the member any appropriate non-confidential information which might inform its decisions.

"Conflict of interest," as referred to herein, shall include but shall not be limited to, any transaction by or with the Church in which an Elder Team Member has a direct or indirect personal interest, or any transaction in which such member is unable to exercise impartial judgment or otherwise act in the best interests of the Church.

No Elder Team Member shall take part in the final deliberation in any matter in which he, members of his family, or any organization to which such Elder Team Member has allegiance, has a personal interest that may be seen as competing with the interest of the Church. Any Elder Team Member who believes he may have such a conflict of interest shall so notify the Elder Team prior to deliberation on the matter in question, and the other members of the Elder Team shall make the final determination as to whether the Elder in question has a conflict of interest in any matter. The minutes shall reflect disclosure of any conflict of interest and the recusal of the interested Elder.

ARTICLE 9 - PROPERTY

SECTION 1. PURCHASE AND LEASE

All property of the Church shall be deeded to the Church and held in its name. The purchase or lease of real property must be approved by a consensus decision during any official meeting of the Elder Team. In the event that the purchase or lease requires a vote of the Partnership listed in Article 8, Section 4, this must be affirmed by a seventy-five percent (75%) vote of the Partnership of the Church present at any official Partnership Meeting with a quorum equal or greater to thirty-three percent (33%) of the Partnership.

SECTION 2. SALE AND LEASE

Real property of the Church may be sold, mortgaged, or otherwise disposed of only if approved by a consensus decision of the Elder Team during any official meeting of the Elder Team, and affirmed by a seventy-five percent (75%) vote of the Partnership of the Church present at any official Partnership Meeting.

In the event there are less than fifty (50) Partners of the church, or in fiscal exigency, the Elder Team has the authority to sell, mortgage, or otherwise dispose of real Church property only if this is in the best financial and/or missional interest of the Church.

Real property of the Church may be leased or rented only if approved by the Elder Team during any official meeting of the Elder Team.

Real property of the Church may be leased for weddings only when those weddings are in alignment with the doctrinal and religious beliefs of the Assemblies of God.

SECTION 3. DOCUMENTATION AND AUTHORITY FOR PURCHASE, SALE, AND BORROWING

The Lead Pastor or Non-Staff Elder and the Finance Director shall certify all documents relating to the purchase, sale, lease, or mortgage that the same has been duly authorized in accordance with these Constitution and Bylaws. Such certification shall be held to be conclusive evidence thereof.

SECTION 4. DISSOLUTION

Upon dissolution of the Church Corporation or the winding up of its affairs, the Elder Team shall, after making provision for the payment of all the liabilities of the Church, dispose of all the assets of the Church exclusively for the purposes of the Church Corporation in such manner to the Pennsylvania-Delaware District Council of the Assemblies of God as set forth in these Constitution and Bylaws or, in the event such Pennsylvania Delaware District Council of the Assemblies of God is not in existence, to the General Council of the Assemblies of God or, in the event such General Council of the Assemblies of God is not in existence, to such other organizations which are described in SECTION 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provisions of any subsequent United States Internal Revenue Law, as the Elder Team shall determine. Any assets not so disposed of shall be disposed of by a court of competent jurisdiction of the county in which the principal office of the Corporation is then located to such organizations described in SECTION 501(c)(3) of the Internal Revenue Code of 1986, as amended, or in accordance with the corresponding provisions of any subsequent United States Internal Revenue Law, as such court shall determine.

ARTICLE 10 - AMENDMENTS

SECTION 1. AMENDMENTS

This Constitution may be amended by the unanimous agreement of the Elder Team Members then in office. These amendments must be communicated to the Partners via electronic mail, Partnership meeting, or during a service within two weeks of adopted changes.

BYLAWS

ARTICLE 1 - PARTNERSHIP

SECTION 1. PARTNERS

1. Qualifications

- a. Have made a confession of faith in Jesus Christ as Savior.
- b. Have been baptized in water.
- c. Evidence of a consistent Christian life.
- d. Subscribe fully to the Tenets of Faith as set forth in Article IV of this Constitution.
- e. Have completed the Partnership Process and have signed and agreed to abide by the Connection Church Partnership Covenant.
- f. Are at least sixteen (16) years old.

2. Removal and Reinstatement

- a. The Elder Team shall have the right to remove from Partnership any Partner who willfully and without good cause absents himself or herself from the regular services of the Church for a period of at least two (2) consecutive months or who no longer abides by the standards of Partnership outlined in the Connection Church Partnership Covenant.
- b. If the former Partner shall desire reinstatement, he or she shall request in writing from the Elder Team to have his or her name returned to the Partnership list. Upon receiving the request, the Elder Team shall render a decision at any official meeting of the Elder Team.
- c. The Elder Team shall from time to time conduct a review of the Partnership roll.

3. Voluntary Termination

- a. A Partner may terminate his or her Partnership by informing any member of the Elder Team, in writing, of his or her desire to do so. Such termination requires no action by the Elder Team.

4. Discipline

- a. All discipline shall be prayerfully administered according to the Scriptures (Matthew 18:15-17; 1 Corinthians 5:9-13; 2 Thessalonians 3:11-15; Romans 16:17).
- b. If a Partner of this Church falls below the standard of Partnership in faith or in practice, in such a way that the Partner's life hinders the influence of the Church in the community, or if his or her spirit be contentious and discordant to the well-being of Church life, then by decision of the Elder Team at any official meeting of the Elder Team, his or her name may be removed from the Church Partnership list. In extreme cases of open and willful rebellion against God or the spiritual authority of the Elder Team, or when the dismissed Partner causes discord in the Church in any way, the Elder Team reserves the right to remove the disciplined Partner from all expressions of Church life for the purpose of bringing them to repentance and/or protecting the health of the Church.
- c. The disciplined Partner shall be notified, in writing or via electronic mail, regarding the reason for the discipline. Such notice shall be sent by certified mail to the address of record listed in the Church database or the email address listed in the Church database.
- d. A disciplined Partner may request reinstatement in writing or via electronic mail to the Elder Team, and the Elder Team shall consider such requests at any official meeting of the Elder Team and reach a decision on all such requests.
- e. The Elder Team will practice Church discipline with a desire to see the disciplined person come to repentance and restored to fellowship whenever possible.

ARTICLE 2 - DUTIES OF THE OFFICERS - LEAD PASTOR, ELDER TEAM, AND FINANCE DIRECTOR

SECTION 1. ELDER TEAM

1. Members:

- a. The Lead Pastor will be the Chair of the Elder Team.
- b. Appointed Pastoral Staff.
- c. Appointed Partners of the Church.
- d. The Elder Team must consist of at least five (5) members. The Elder Team must always include one more Non-Staff Elder than the number of Staff Elders at any given time.

2. Qualifications:

- a. Meet all standards for biblical eldership.
- b. A Partner of the Church can only be considered for eldership after they have been a Partner for at least two (2) years.

3. Removal:

- a. If a member of the Elder Team has a moral failure, ceases to meet the requirements of biblical eldership, is divisive on the team, or is contentious toward the Lead Pastor or other Elder Team Members without biblical cause, the other members of the Elder Team shall have the authority to request an evaluation of the Elder in question. The Lead Pastor shall chair the evaluation. A majority vote of the Elder Team at an official meeting of the Elder Team shall result in the dismissal of the Elder. The Lead Pastor shall notify the Elder Team Member of his termination. The terminated Elder shall abide by the stipulations set by the Elders regarding such termination.
- b. If a Staff Elder resigns his pastoral position or is terminated for any reason, he is no longer considered a member of the Elder Team.

4. Appointment and Terms:

- a. Elders will be appointed by the unanimous agreement of the current members of the Elder Team.
- b. Elders will serve for three-year terms.
- c. Elders can serve up to two (2) consecutive terms.
- d. At the completion of their first term, the current Elder Team can invite the Elder to serve for a second term.

5. Responsibilities:

- a. Govern the Church with the other Elders then in office.
- b. Work cooperatively with the Elder Team in fulfilling the vision and mission of the Church.
- c. Approve borrowing money up to the limits outlined in Article 8, Section 4 of the Church Constitution.
- d. Approve pastoral staff hiring decisions and salaries.
- e. Make disciplinary decisions regarding Partners and Church staff.
- f. Approve the annual budget.
- g. Fill the office of Lead Pastor when the position becomes vacant.
- h. Amend these Constitution and Bylaws when it is deemed necessary to fulfill the mission of the Church.
- i. Staff Elders can be asked by Non-Staff Elders or the Lead Pastor to recuse themselves from meetings or portions of meetings when there is a clear conflict of interest.

SECTION 2. LEAD PASTOR

1. Qualifications:

- a. Meet all standards of Partnership.
- b. Meet all standards for biblical eldership.
- c. Be a credentialed minister of the Assemblies of God.

2. Responsibilities:

- a. Be the First Among Equals of the Elder Team and serve as Leader.
- b. Be the President of the Corporation and act as Chairman of all meetings of the Elder Team and Church Partnership.
- c. Be the general supervisor of all activities of the Church and shall be an ex officio member of all departments and ministry teams.
- d. Plan and direct all activities of the Church, including all special meetings and guest speakers.
- e. In conjunction with the Elder Team, select the ministerial, professional, and administrative staff and determine their job portfolios.
- f. Be responsible for hiring all employees at the Church. No one shall be employed or discharged without the Lead Pastor's expressed approval. He shall have the prerogative, with the

approval of the Elder Team, to add paid staff as the ministries of the Church require.

- g. The Lead Pastor must recuse himself from any official Elder Team meetings where he is the subject of discussion regarding his performance, disciplinary matters, or compensation.

3. Removal:

- a. The Lead Pastor may be removed with cause by the unanimous agreement of the Non-Staff Elders then in office.

SECTION 3. FINANCE DIRECTOR

1. Qualifications:

- a. Be a Partner for at least two (2) years. The Finance Director can be an Elder, but it is not required.
- b. Have a minimum of 3 years' experience in financial management.

2. Responsibilities

- a. Assist the Elder Team in stewarding the finances, property, and assets of the Church.
- b. Provide quarterly financial reports to the Elder Team.
- c. Provide an annual report to the Partnership.
- d. Secure a financial review or audit at the request of the Elder Team.
- e. Act as an official signatory of all church documents related to borrowing money or purchasing or leasing property.

3. Appointment, Terms, and Removal:

- a. The Finance Director will be appointed by the unanimous agreement of the Elder Team.
- b. The Finance Director will serve for a three (3) year term. He or she can serve for an unlimited number of terms with approval by the Elder Team.
- c. The Finance Director can be removed at any time by the Elder Team.
- d. If the Finance Director is an Elder, he or she can be removed by the unanimous agreement of the other Elder Team Members then in office.

ARTICLE 3 - VACANCIES

SECTION 1. LEAD PASTOR

- a. The Elder Team will choose the interim Chair of the Elder Team until the Lead Pastor office is filled. The chair shall not be a Staff Elder. The Elder Team may choose a current staff pastor to serve as interim Lead Pastor until a new Lead Pastor is in place.
- b. The Elder Team will act as the search committee. It is their prerogative to include whom they think wise to assist them in their search from the Partnership.
- c. The Elder Team shall seek input as they deem necessary.
- d. The Elder Board Chair will inform the Penn-Del District Leadership of the Lead Pastor vacancy.
- e. Staff Elders shall have voice but not vote in the selection process.
- f. The Church Partnership shall have the opportunity to provide input regarding the person chosen by the Elder Team before a final decision is made and before the new Lead Pastor is installed in office.

SECTION 2. ELDER TEAM AND FINANCE DIRECTOR

- a. If an Elder Team Member or the Finance Director is unable to fulfill his or her term, the Elder Team shall appoint someone to fill the vacancy.

ARTICLE 4 - SALARIES

SECTION 1. COMPENSATION

- a. The Non-Staff Elder Team may appoint a Compensation Committee made up of selected Non-Staff Elders and whomever they think wise to assist them to determine the compensation of the Lead Pastor.
- b. The Compensation Committee and Lead Pastor shall set the amount of compensation for employees of the Church. Employee salaries will be made based on budget considerations and comparative norms. The final amount of compensation for each employee will be approved by the Elder Team.
- c. Paid staff members and the Lead Pastor may never participate in compensation discussions regarding their own compensation.

ARTICLE 5 - INDEMNIFICATION

SECTION 1. INDEMNIFICATION

Unless otherwise prohibited by law, the Church shall indemnify any Elder Team Member and may by resolution of the Elder Team indemnify any employee, against any and all expenses and liabilities incurred by him or her in connection with any claim, action, suit, or proceeding to which he or she is made a party by reason of being an Elder Team Member or employee. However, there shall be no indemnification in relation to matters as to which he or she shall be adjudged to be guilty of a criminal offense or liable to the Corporation for damages arising out of his or her own gross negligence in the performance of a duty to the Corporation.

Amounts paid in indemnification of expenses and liabilities may include, but shall not be limited to, counsel fees and other fees; costs and disbursements; and judgments, fines, and penalties against, and amounts paid in settlement by, such Elder Team Member or employee. The Corporation may advance expenses or, where appropriate, may itself undertake the defense of any Elder Team Member or employee. However, such Elder Team Member, or employee shall repay such expenses if it should be ultimately determined that he or she is not entitled to indemnification under this Article.

The Elder Team may also authorize the purchase of insurance on behalf of any Elder Team Member, employee, or other agent against any liability incurred by him or her that arises out of such person's status as an Elder Team Member, employee, or agent, whether or not the Corporation would have the power to indemnify the person against that liability under law.

ARTICLE 6 - AMENDMENTS

SECTION 1. AMENDMENTS

These Bylaws may be amended by the unanimous agreement of the Elder Team Members then in office. These amendments must be communicated to the Partners via electronic mail, Partnership meeting, or during a service within two (2) weeks of adopted changes.