

# **By-Laws for the Robertsdale Church of God**

**ARTICLE I:** Name: This assembled body of Christians, as well as this corporation in its role as legal agent representing the interest of the assembled body in all transacted business, shall be called the Robertsdale Church of God.

**ARTICLE II:** Purpose: The purpose of these bylaws is to facilitate the work of Christ through this "Church" in the community and beyond; properly govern the business and legal affairs of the Church, to provide those structures of governance which reflect the priorities exemplified in scripture. To reach and disciple our community for Christ, and encourage people, through loving relationship, through passionate growth and through spirit giftedness.

**ARTICLE III:** Membership

**Section 1.** The membership of the Church is not established by the Church itself. Rather, it is Christ, as head of the Church, who places each individual who trusts in His justifying work into the body of those who are being saved. It is witnessed to the Church by the individual's personal declaration and the evidence of a life lived in submission to Christ and in loving fellowship and cooperation with the rest of the members of the body.

**Section 2.** Voting Membership: While the membership of an individual in the body of Christ is a work of Christ, the privilege of voting on issues dealing with the business affairs of the Church is a contingent privilege, subject to the following conditions:

1. A voting member must be at least eighteen years of age.
2. A voting member must have worshipped regularly with the Church congregation for a period of at least six months prior to exercising the right to vote.
3. A voting member must have lived a Christian life during that six-month period in harmony with the consensus of Biblical standards, doctrines, and practices of the Church of God at Robertsdale, Pennsylvania affiliated with the Church of God at Anderson, Indiana.
4. A voting member must have determined a sacrificial pattern of financial support for the programs and budget of the Church during that six-month period.

**ARTICLE IV:** Church Officers: The principal authoritative body of the Church shall be the Board of Elders. This Board shall include six members and the Senior Pastor. This Board shall reflect the spiritually gifted leadership which is recognized by the Church. This Board shall fulfill the following duties and responsibilities.

**Section 1.** Elders are to lead as servants and examples before the congregation. Such leadership entails a personal commitment to one's own spiritual growth, equipping oneself by means of systematic study of the Scriptures, regular dialogue with co-Elders, full participation in the life of the Church, and prayer on behalf of these endeavors.

**Section 2.** The Board of Elders is to act as a counseling body, providing counsel to those of its own membership including the Pastoral Staff. It is to act as a support group for the Pastoral Staff.

**Section 3.** The Board of Elders is to set goals for the Church, regularly evaluate these goals, and share the goals with the congregation. Elders are to constantly work toward the spiritual growth of the Church and the improvement of the Church's ministry.

**Section 4.** The Board of Elders is responsible for the Church's ministry and the provision and/or acquisition of the necessary leadership in all areas of the Church's worship and ministry. It shall evaluate the needs of the church and establish or cancel any programs, policies, or committees it deems necessary to meet these needs. The Board of Elders has the responsibility of hiring qualified persons to fill vacant paid staff positions. Taking into consideration input from the Administrative Team.

**Section 5.** While the board of Elders is charged with the responsibility of selecting appropriate leadership at all levels, the acquisition of a Senior Pastor, Associate Pastor, Youth Pastor, or other Ministers must be submitted to the congregation for a vote approval. Congregation approval of no less than eighty percent must be expressed before a call to ministry can be issued.

**Section 6.** The Board of Elders shall be responsible for executing all legal transactions related to any property of the Corporation, as authorized by the membership.

**Section 7.** The Board of Elders may, at its discretion, bring to the congregation any issue of business. Additional Pastoral Staff must recommend to the Board of Elders by the Senior Pastor for congregation approval.

**Section 8.** The Board of Elders is responsible for the discipline and rehabilitation of Church leaders resulting from misconduct and/or behavior issues. An example of such would be those who promote divisive or disruptive teachings, contrary to the accepted doctrines represented by the General assembly of the Church of God, Anderson, Indiana. The Board is to actively engage in internal dialogue and Bible Study for the sake of an even better understanding of truth of our faith, rooted in the Scriptures; hereby allowing this Board to instruct the local congregation more clearly, and to encourage and equip our own local leadership for the purpose of participating in the ministry of the church of God at large.

**Section 9.** The Board of Elders has the authority to counsel or to advise individuals when it considers such measures to be necessary to meet an individual's need for edification, instruction, or correction. The authority of the Elders should be received with the same humility and love with which it is exercised.

**Section 10.** The Board of Elders will be responsible for seeing that the management of the Church's properties, financial resources, secretarial and recording-keeping needs is under the supervision of qualified teams, in each relevant area. The Board of Elders is responsible for appointing all necessary team members, according to the stipulation of Article VI contained herein.

**Section 11.** The board of Elders will be responsible for scheduling at least one open business and information meeting. This meeting will be held during the month of January – date and time to be determined by the Board of Elders. Notification of such meeting to the congregation must occur not less than three times prior to the scheduled meeting date. The Elders will assess this report, discuss the implications for the present and future of the Church, and provide a time for response to questions and comments from the congregation. One of the Pastoral Staff will serve as chairperson of these meetings. This person will be selected by the Board of Elders for the term of one business meeting only. In case that no salaried pastor is available, the Board of Elders will be responsible to select a chairperson from among its own members.

**Section 12.** The Board of Elders will include the Senior Pastor. The Pastor will be a non-voting member of the Board, except in cases of a tie vote. The Board of Elders will not include salaried staff persons who have a specific or limited area of responsibility, e.g., Choir Director, Youth Pastor, Director of Christian Education, Church Secretary, or Treasurer. These individuals will be considered Ministers according to Article V contained herein and they will serve under the authority and guidance of the Board of Elders. This, however, will not preclude that one or more of these individuals may serve as an Elder.

**Section 13.** The Board of Elders will be responsible for hearing all challenges or changes brought against any of its own members according to the procedures outlined in Article VIII and the Discipline/Rehabilitation Policy. (Addendum 1)

**Section 14.** The Board of Elders will be responsible for conducting scheduled General Business Meetings and providing three notifications of these meetings prior to the meeting date. Any petition concerning the Pastoral Staff that includes signatures of a majority of the body should be addressed in a General Business Meeting.

**ARTICLE V: Ministers: The Role of the Ministers:** Team members are ministers, serving the needs of the Church body under the direction of the Board of Elders. In the Biblical role, Ministers (Team Members) serve those capacities which would assist the Pastoral and Elder leadership in shepherding responsibilities. It is the responsibility of the Board of Elders to select individuals for serving on teams.

**Section 1.** Names of candidates will be presented by the Board of Elders and ratified by the Church to serve in specific areas of ministry to the Church or to the wider community on the Church's behalf.

**Section 2.** Ministers (Team Members) presented by the Board of Elders will be subject to the authority of the Board of Elders and serve at the discretion of this Board.

**Section 3.** Ministers (Team Members) have the responsibility to recruit workers, sub-committees and develop programs/ministries necessary to carry out their ministries, with the approval of the Board of Elders.

**Section 4.** Ministers (Team Members) will have authority over their area of ministry and are accountable to those they serve and those who work under their direction. Their authority will also include the right to dismiss workers for sufficient cause and with notification and approval of the Board of Elders.

**Section 5.** Ministers (Team Members) are responsible for the budgetary needs of their particular ministries and are to submit budget proposals to the Administrative Team. Subject to its authority and approval, ministers are responsible for the management of approved funds in their specific ministry areas as good stewards of the household of God.

**Section 6.** Ministers (Team Members) will be responsible for submitting reports of their programs/ministries and their progress when so requested by the Board of Elders. Annual reports shall be presented at the annual business meeting.

**Section 7.** Any Minister (Team Members) can be challenged by notification of inappropriate action/misconduct to the Board of Elders and in accordance with Addendum 1.

**ARTICLE VI:** Qualifications of Elders and Ministers: Specific criteria for the qualifications of Elders and Team Members/Ministers can be found in 1Timothy 3:2-7 and Titus 1:6-9 Elders are, in fact, called overseers in the New Testament (Acts 20:28; 1Peter 5:2)

**ARTICLE VII:** The Process by which Elders are selected: On an appointed date, a meeting of all persons who meet the voting requirements (see Article III, Section 2), will be given blank paper and asked to write the names of two (2) individuals they believe to be gifted by God to serve as an Elder. Each eligible member will write the names of those individuals he/she believes to be gifted for this ministry and who meet the criteria of Eldership. There will be no process of nomination of, discussion of or promotion of any candidate prior to or during this selection process.

**Section 1.** The Board of Elders are responsible for maintaining a sufficient membership to ensure the completion of its duties and responsibilities. Addition of new Elders or the replacement of Elders who can no longer serve for whatever reason(s) will be the responsibility of the Board of Elders, and will be carried out according to the following procedures:

1. On an appointed date, to be announced not less than three (3) times in advance, a business meeting of persons who meet the aforementioned voting requirements will be asked to write the names of individuals he/she believes to be gifted by God for this office and who meet the criteria of Eldership. After the qualifications of Eldership have been read, each eligible voting member will write the names of individuals they believe to be gifted by God to serve as an Elder. There will be no

nomination of, discussion of or promotion of any particular candidate(s) prior to or during this meeting.

2. The names will be submitted to the Board of Elders, which will be responsible for evaluating the names submitted. The Board of Elders, at their discretion, will contact the individual(s). The Board of Elders will interview individuals to ascertain if he or she is willing to serve and to ascertain whether there may be any unknown reason(s) which might preclude this individual's service. If this individual is not willing or is otherwise unqualified to serve, the Board of Elders will follow the same procedures with the next qualifying individual, until a qualified individual feels lead to serve.

**ARTICLE VIII: Conflict Resolution:**

"If a brother or sister sins...., The words of Jesus"

"If your brother sins against you, go, and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every word may be confirmed by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the Church; and if he refuses to listen even to the Church, let him be to you as a Gentile and a tax collector." Matthew 18:15-17

"When no resolution is reached..., Paul to the Thessalonians" II Thessalonians 3:6, 14-15

**Section 1.** Conflict Resolution: The Board of Elders is responsible for hearing all challenges or charges brought against any of its own members according to the procedures outlined in the Discipline/Rehabilitation Policy. (Addendum 1)

**Section 2.** The Resolution of Corporate Conflict: When conflict arises between groups of members of the congregation, the following procedures will be used. This also applies to division within the Board of Elders.

1. The groups in disagreement must first meet together for the expressed purpose of seeking a resolution to the dispute.
2. If resolution cannot be reached, the Board of Elders will call a joint session of all Ministers and Elders in order to receive their advice and counsel by means of a non-binding referendum on the issue.
3. If no resolution results, following the pattern established by the Church of God in Antioch (Acts 15:2-31), the Board of elders will be charged to seek out the matter. The Board of Elders will appoint persons from the membership preferably one of the Pastoral Staff, to find such a mediating body which is acceptable to the whole Board of Elders.

**Section 3.** Resolution of Individual and Church Body Conflict: While Matthew 18 offers the Church a pattern according to which personal conflict is to be handled, church leaders (especially elders as shepherds) are charged with guardianship of the whole flock and the

responsibility of handling conflict or disruption which threatens more than the relations between individual members of the community. Paul warns the Roman Christians:

“I appeal to you, brethren, to take note of those who create dissensions and difficulties, in opposition to the doctrine which you have been taught, avoid them.” Romans 16:17

Often these disruptions arise from persons who insist on teaching divisive doctrine, about whom Timothy received this instruction:

“If anyone teaches otherwise and does not agree with the sound words of our Lord Jesus Christ and the teaching which accords with Godliness, he is puffed up with conceit, he knows nothing, he has a morbid craving for controversy and for disputes about words, which produce envy, dissension, slander, base suspicions, and wrangling among men who are depraved in mind and benefit of the truth, imagining that godliness is a means of gain.” I Timothy 6:3-5

Therefore, the Elders will be charged with the responsibility of dealing with such persons in accordance with the following scriptural injunction: “As for a man who is factious, after admonishing him once or twice, have nothing more to do with him, knowing that such a person is perverted and sinful; he is self-condemned.” Titus 3:1-11

**Section 4.** Charges against Elder or Ministers: Charges may be lodged against Elders or Ministers when made by two or more witnesses. Individuals who bring charges against an Elder or Minister must be present at any meeting where this issue is discussed and be prepared to respond to questions about the matter.

#### **ARTICLE IX: Pastoral Staff Designations and Responsibilities.**

**Section 1.** The organizing principle of the Pastoral Staff Ministry will be the concept of team ministry, with each member of the team (a team which in its proper sense also includes Elders) contributing to the understanding and development of our corporate vision as well as to the understanding of his or her role as a shepherd of the flock (see: Acts 20:28; Mark 10:42-45). Unless otherwise determined by the Board of Elders, the Senior Pastor will necessarily assume the responsibility of administrator (or Captain of the Ship,” to use Biblical Terminology, I Corinthians 12:28).

**Section 2.** The Board of Elders, in cooperation with each member of the Pastoral Staff and with any prospective members thereof, will work as a unit to find the most effective method to ensure responsibility and accountability among staff members. In addition to the Senior Pastor, all other members of the Pastoral Staff will be designated by the title, Associate Pastor. All areas of responsibility, as well as the structure of relations between staff members (including relationships of accountability) will be the ultimate responsibility of the Board of Elders. A mutually satisfactory and edifying arrangement must be reached in this regard prior to the issuing of any call to serve a candidate for any staff position.

**Section 3.** The Senior Pastor will be the spokesperson for the Board of Elders and the primary motivator in the Church's request to realize its call to the greatest degree. However, as a member of the Board of Elders and a co-member with paid staff persons, the Senior Pastor is to be regarded as the first among equals, each accountable and responsible to each other and to Christ. The Senior Pastor is to be a shepherd and a supporter of each member of the ministry team, including all non-salaried persons serving as Ministers (see Article V).

**ARTICLE X: Doctrine and Affiliation:**

**Section 1.** The board of Elders, including the Pastoral Staff, will take the responsibility for exposing the Church to the consensus doctrinal positions of the Church of God at large. This body will be responsible for internal dialogue on these positions and for the encouraging of the active participation by all members of our fellowship in helping to mold our deepening understanding of the Scriptures, of our calling, and the faith we proclaim.

**Section 2.** By endorsing our affiliation with the Church of God, Anderson, Indiana, we are making a commitment to biblical principles. Stating our acceptance and endorsement of the tradition of principles which have played such a crucial role in the development of this consensus: a consensus which finds its common expression most often through the General Assembly of the Church of God.

**ARTICLE XI: Ministering Teams:** The following duties and responsibilities are guidelines for each ministering team. The Senior Pastor shall have the latitude to attend any team meeting, at his/her discretion.

**Procedures and Guidelines for all teams:**

1. Each member of any team shall be ratified for a term of three (3) years with terms of office rotated.
2. No member shall serve more than two (2) consecutive terms.
3. Each team shall be composed of five (5) ratified, voting members,
4. Each team shall select from its own a Chairperson, Vice Chairperson, Secretary, and Treasurer. Officers shall be chosen for a term of one year. Restructure of officers will be done at the yearly reorganization meeting.
5. The chairperson of each team will preside at all meetings and perform such duties as usually assigned to a chairperson of a deliberative body.
6. The vice chair shall perform the duties of the chairperson, in the event of the chairperson's absence.
7. The secretary shall keep, in a file/binder/disc, an accurate record of the actions, decisions, and proceedings of the team. The secretary shall perform other duties pertaining to the secretary's office.
8. A copy of the meeting minutes will be provided to the Board of Elders and the Church Secretary, for record-keeping purposes.
9. All teams will meet on an as needed basis-but not less than quarterly.

10. Submit, in writing, to the Board of Elders all requests for new ministries/programs.
11. Submit budgetary needs, in writing, to the Administrative Team prior to development of the annual budget.
12. In the event of a vacancy on a team, the team chairperson is responsible for requesting the Board of Elders to appoint a member of the corporation to fill the unexpired term.
13. A quorum, three out of five members must be present to transact business.

#### **ARTICLE XII: ADMINISTRATIVE TEAM SPECIFIC DUTIES AND RESPONSIBILITIES**

1. The Administrative Team shall recommend to the Board of Elders any church campus improvements, leases, buying, selling, or renting of property, and the hiring and supervision of labor. All such actions require the approval of the Board of Elders and, if necessary, the church membership. Any such transactions involving five hundred dollars (\$500.00) or more shall require action by the membership.
2. The Administrative Team shall manage the business affairs of the corporation. It shall have charge of collecting and disbursing the money of the church, in accordance with the approved budget or special instructions of the membership. Also, the team is responsible for procuring and maintaining insurance for the church property.
  - a. An employed financial secretary shall be responsible for the overall accounting activities of the church. This shall include but is not limited to: payment of bills, payroll, counting money which requires two (2) people to be present, properly recording tithes and offerings and preparing monthly financial reports for the administrative team and the church.
3. The Administrative Team shall act as a budget committee and shall require a written report from representatives of each Ministry Team. The budget shall be presented for approval by vote of the membership at the annual business meeting. Monthly budgetary status reports shall be made available for the Church.
4. With the approval of the Board of Elders it shall receive and hold in trust any donations, bequests, endowments or other funds and property arising from various sources, and shall conduct all business related thereto when such matters are clearly distinguished as business, insofar as it does not in any way infringe upon, hinder, or thwart the spiritual purposes of the church under its recognized leaders.
5. The Administrative Team, along with the Board of Elders, shall be responsible for safeguarding the real estate property owned by the corporation in the manner recommended by the General Assembly of the Church of God that meets annually at Anderson, Indiana.



**ARTICLE XIII: PASSIONATE GROWTH TEAM SPECIFIC DUTIES AND RESPONSIBILITIES:** The purpose of this team shall be to correlate the various phases of the Christian Educational work of the Church, and to see that it is carried out in a suitable way and to put into effect the policies adopted by the Church of its Christian Educational work in keeping with the purpose, "To help persons come to know God in the fullest and truest sense consistent with their age and abilities."

1. The Team is to provide teaching/learning opportunities for all persons within the total fellowship of the Church. The Team will strive to improve and promote all phases of the work of the church for which it is responsible and will seek to keep its work in harmony with the overall purposes and practices of the Church. Some activities within this range are: Sunday School, Leadership Training, Workers Conferences, Leadership Recruitment, Small Group Ministry.
2. The Team shall make necessary recommendations and appointments of the workers/teachers in the Christian Education Department to the Board of Elders for their approval.
3. The Sunday School Teachers and Youth Leaders will serve on a year-to-year basis and be encouraged to renew their commitment to their leadership role.
4. The Passionate Growth Team will work with the board of Elders, Senior Pastor, Youth Minister and/or Youth Leaders/Children's Director to provide spiritually fulfilling youth and children's ministries.
5. The Passionate Growth Team will develop and continually evaluate the children/youth ministries including but not limited to:
  - a. Children's/Junior Church
  - b. Child Evangelism/Release time
  - c. Vacation Bible School
  - d. 2:52 Crew

**ARTICLE XIV: FAMILY RELATIONSHIPS TEAM SPECIFIC DUTIES AND RESPONSIBILITIES:**

1. Work with Senior Pastor and/or other teams to provide /co-ordinate family-oriented activities, programs, training, and events to better fulfill the needs of the congregation and the community.
2. Develop and supervise a Greeting Meeting Ministry for Sunday morning services.
3. Encourage the development of specific support groups including but not limited to:
  - a. Singles Support Group
  - b. Marriage Support Group
  - c. Single Parent Support Group
  - d. Seniors Support Group
  - e. Divorce/Recovery Support Group
  - f. Substance-Abuse Support Group
4. Work to define "Healthy Family" and provide training through seminars, speakers etc. for the congregation and community.

**ARTICLE XV: WORSHIP ARTS TEAM SPECIFIC DUTIES AND RESPONSIBILITIES:**

1. Work with Senior Pastor or Music Minister to develop music for spirit led worship services.
2. Encourage development for Drama Team Ministry at various times during the year and provide leadership support for those involved.
3. If needed, develop a schedule for Vocal/Instrumental Ministry and provide encouragement and appropriate Christian support for those involved.
4. Develop special programs throughout the year i.e., Christmas, Easter, Patriotic, etc.

**ARTICLE XVI: Church – Pastor Relationship.**

**Section 1.** Selection and call of a pastor: In the event the church is without the services of a regular pastor, a pulpit committee, consisting of the Board of Elders, shall proceed in the following manner:

1. It shall be responsible for the regular services during the period when the church is without pastoral leadership.
2. It shall investigate the availability of prospective pastors and study their qualifications as to character, leadership abilities, experience, ministerial recognition, and status. It shall seek the guidance of the Credentials Committee of the Church of God in Western Pa. and the Division of Congregational Ministries, Anderson, Indiana for information and prospective ministers for further consideration by committee and corporation prior to a vote.
3. When an agreement has been reached by the Board of Elders on a prospective pastor, a special business meeting of the association shall be called. It shall present the name of one prospective minister and give a description of his qualifications.
4. The Board of Elders shall submit the name of only one prospective minister at a time for consideration and possible call. In the event he does not receive 80% majority vote of the total voting membership, the committee shall proceed to select the name of another prospective pastor for presentation. This order of procedure shall be followed until a pastor is duly elected.
5. The Board of Elders may arrange with the duly elected minister and with ministers of the area for a service of installation that will add dignity to his call and express the church's recognition of the pastor's leadership.
6. The pastor's salary allowance, provision for housing, fringe benefits and similar consideration shall be reviewed annually by the Administrative Team when the church budget is being prepared.

**Section 2.** The Retention of Removal of a Pastor

1. If one fourth or more of the eligible voting members of the association object to the continued leadership of the pastor, they may present their objections in

writing to the Board of Elders, where the objections shall be carefully studied. If no solution to the problem is reached, the Board shall bring the matter to the membership. The Board shall be responsible to properly call and conduct the meeting in keeping with the bylaws. The decision of the association shall be final.

2. The decision to remove a pastor from his office shall require a quorum present and a two-thirds majority vote. If the vote is for removal, thirty days severance package shall be allowed for termination of the pastorate, unless there has been a defection of character resulting in the loss of recognized ministerial status. In such a case, the removal shall be immediate, and the church shall have no further financial obligation.
3. Should the pastor feel inclined to terminate his leadership, he shall present his resignation in writing to the Board of Elders which, in turn, shall present the pastor's resignation to the church in the proper manner. The resignation shall provide for a minimum of thirty (30) days, maximum sixty (60) days before vacating the pastorate, unless other arrangements are worked out to the satisfaction of both the church and pastor.

## **ARTICLE XVII. All Business Meetings of the Corporation**

### **Section 1. Annual business meeting of the corporation**

1. The regular annual business and information meeting of the corporation shall be held on a designated date and time during the month of January each year. \*  
\*Amended Dec. 14, 2014
2. At least three (3) services prior to the annual business meeting, the date and time of the forthcoming meeting must be announced publicly in a regular service of the church and a written notice posted on the church bulletin board at the same time.
3. Quorum: A roster will be posted two weeks ahead of each business meeting. Eligible voters will sign the roster. Should anyone fail to sign, they will still attend the meeting and register on the roster upon arrival at the meeting. A minimum of twenty-five is required and at no time will decisions be made with less than twenty-five eligible voters present.
4. All elections shall be by ratification.
5. Electors must be present in at least one candidating service of future Pastoral candidates to qualify for the voting privilege concerning that pastor.  
\*Added 9-14-2008
6. Absentee ballot: In the event a qualified elector of the association finds it impossible to attend the business meeting due to illness or some other unavoidable reason, he may cast an absentee ballot. The marked ballot must be sealed in an envelope and given to the chairperson of the corporation before the business meeting, and voter's name must be approved by the corporation voting members and recorded in the minutes.
7. In the event of any disagreement of procedure in a business meeting, Robert's Rules of Order shall be followed.

**Section 2. Special Meetings**

1. May be called at any time by the chairperson of the Corporation.
2. All such meetings shall be previously announced at three regular services of the church, stating the purpose of the meeting.

**ARTICLE XVIII. Order of Business**

1. Prayer
2. Minutes
3. Reports of officers
4. Reports of Ministry Teams
5. Unfinished Business
6. Elections (Vote of ratification)
7. Original resolutions and new business
8. Adoption of the budget
9. Adjournment

**ARTICLE XIX. Amendments**

**Section 1.** These bylaws may be altered, amended, or replaced at an annual or special business meeting of the Corporation by a 2/3 majority vote of the quorum present and voting; provided that a public announcement of such proposed action is made at least three services prior to the meeting, and provided, further, that a written copy shall be posted stating both date and purpose of the meeting.

**ARTICLE XVI. Bylaws**

**Section 1.** Copies of these bylaws are to be made available for reference as needed in the business meetings of the Corporation, with eligibility to vote to be read at each meeting. These bylaws revised and amended as printed here were approved by the Corporation on Sept. 29, 2002

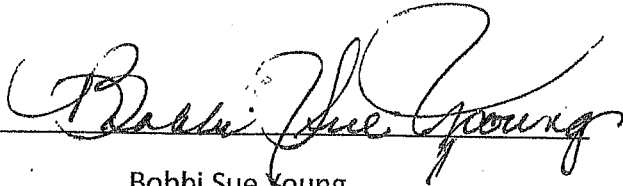
These bylaws revised and further amended as printed here were approved by the Corporation on Sept 14, 2008.

These bylaws revised and further amended as printed here were approved by the Corporation on Jan. 11, 2009.

These bylaws revised and further amended as printed here were approved by the Corporation on December 14, 2014.

These bylaws revised and further amended as printed here were approved by the Corporation on August 16, 2015.

These bylaws revised and further amended as printed here were approved by the Corporation on August 8, 2018.

A handwritten signature in cursive script, reading "Bobbi Sue Young", written over a horizontal line.

Bobbi Sue Young  
Chairperson of the Board of Elders

August 8, 2018