

**Bylaws for Mennonite Church USA**  
**Approved by Nashville Delegates July 2001**  
***Revised by Atlanta Delegates July 2003***  
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1  
2 **BYLAWS OF**  
3 **MENNONITE CHURCH USA, INC.**

4  
5 **ARTICLE I**

6  
7 **GENERAL**

8  
9 1. Name. The name of this organization is MENNONITE CHURCH USA, Inc. which is  
10 commonly known as Mennonite Church USA.

11  
12 2. Scope. This organization is established with particular reference to the area conferences  
13 of Mennonite Church USA (and their congregations, associate groups, and member organizations)  
14 in the United States.

15  
16 3. Seal. Mennonite Church USA may have a seal which shall have impressed upon it the  
17 name "Mennonite Church USA" and the word "Seal" in the middle thereof; provided, however, that  
18 no seal shall be necessary to bind Mennonite Church USA or for any other purpose with respect to  
19 documents executed by or on behalf of Mennonite Church USA.

20  
21 4. Fiscal Year. The fiscal year of Mennonite Church USA shall begin at the beginning of the  
22 first day of August and end at the close of the last day of July next succeeding.

23  
24 **ARTICLE II**

25  
26 **PURPOSE**

27  
28 1. Purpose. The purpose of Mennonite Church USA (sometimes referred to herein as "the  
29 church" or "the denomination") is to participate fully in God's work of setting things right in a  
30 broken world, redeeming and restoring all things in Christ to God's intended design as we live into  
31 God's new future that has already begun. Joining in God's activity in the world, we develop and  
32 nurture missional Mennonite congregations of many cultures. The mission of Mennonite Church  
33 USA is to share with others the gift of God's love through our worship, witness and life together. To  
34 this end, we claim Jesus as the center of our faith, community as the center of our lives and  
35 reconciliation as the center of our work.

36  
37 The role of Mennonite Church USA is to:

38  
39 a. Share the good news of Jesus Christ through word and deed, calling people to  
40 salvation in Christ, and to form Christian communities of love and service to others.

41  
42 b. Establish, teach and promote the core values and beliefs of the church based on  
43 scripture as expressed in the Confession of Faith in a Mennonite Perspective, as updated from time  
44 to time.

45  
46 c. Tell the story of God's faithfulness in our journey as an Anabaptist people.  
47

- 48 d. Encourage and enable congregations to actively engage in God’s mission in the  
49 world.  
50  
51 e. Confront forces of the world which work against God’s intent for all creation.  
52  
53 f. Be a channel for dialogue and witness to other church bodies and to governing  
54 authorities.  
55  
56 g. Provide a sense of larger community, creating a common identity for ourselves  
57 and recognized by those with whom we come in contact.  
58  
59 h. Call and train leaders who know how to apply the Gospel in our time.  
60  
61 i. Encourage teamwork and effective partnerships between all parts of the church.  
62  
63 j. Combine resources to do together what we cannot achieve alone.  
64  
65 k. Be anti-racist in all areas of church life and program.  
66

### 67 ARTICLE III

#### 68 CONGREGATIONS

- 69  
70  
71 1. Basic Unit. The local congregation is the basic organizational unit of area conference  
72 members of Mennonite Church USA. The congregation is God’s people with a common confession  
73 of Christ uniting in worship, nurture, fellowship, proclamation, service, discernment, reconciliation,  
74 and mutual care and discipline. It is a local group of believers whose commitment to Christ and to  
75 each other and whose proximity to each other make it possible to experience these activities on a  
76 regular and continuing basis.  
77  
78 2. Common Vision and Commitments. Congregations, and the area conferences to which  
79 they belong, shall maintain a membership roster and shall share the following commitments as  
80 endorsed by the delegates of Mennonite Church USA:  
81  
82 • Common vision statement for Mennonite Church USA,  
83 • Common mission statement for Mennonite Church USA,  
84 • Common Confession of Faith in a Mennonite Perspective, as updated from time to  
85 time, as their “statement of faith for teaching and nurture in the life of the Church”,  
86 • Commitment “to seek to understand and interpret Scripture in harmony with Jesus  
87 Christ as we are led by the Holy Spirit in the Church”,  
88 • Commitment to participate in discerning and living out statements of Christian faith  
89 and life made by Mennonite Church USA,  
90 • Commitment to participate in the denomination’s life and mission through delegate  
91 representation and financial support.  
92  
93 3. Congregational Derived Membership in Mennonite Church USA. Congregations  
94 automatically derive and attain membership in Mennonite Church USA through their membership  
95 in an area conference member of Mennonite Church USA. Unless expressly stated otherwise in  
96 these Bylaws, all references to member congregations of Mennonite Church USA herein mean this  
97 derived membership.  
98

99 a. Congregations may hold membership in only one area conference of Mennonite  
100 Church USA. However, in those situations where a congregation at the time of adoption of these  
101 Bylaws is already a member of two or more area conferences, such multiple area conference  
102 membership may be retained as long as agreeable to the area conferences and the congregation.  
103

104 b. No congregation shall separate or be separated from one area conference and  
105 subsequently be accepted by another area conference without prior consultation among the area  
106 conferences involved and the congregation.  
107

108 c. The congregation shall relate to the Delegate Assembly directly through  
109 delegates, and through the area conference with which it affiliates.  
110

111 4. Rights and Privileges. The congregation shall retain or be given certain rights and  
112 privileges as a member of the Mennonite Church USA.  
113

114 a. The congregation shall have the authority to determine the criteria and the  
115 responsibility to implement the process for membership of persons joining their congregation, and  
116 which shall be done in consultation with their area conference and in consideration of expectations  
117 for membership in Mennonite Church USA.  
118

119 b. The congregation shall retain the right to manage its own affairs, including but  
120 not limited to its organization, personnel, program and management of property.  
121

122 c. The congregation shall retain the privilege of withdrawing from an area  
123 conference, and in so doing from Mennonite Church USA.  
124

125 d. Through its representatives (delegates) to the Delegate Assembly, the  
126 congregation shall participate in the planning and decision making of the larger body.  
127

128 e. A congregation shall have no rights to any property of an area conference, or  
129 Mennonite Church USA, by virtue of its membership in either an area conference or Mennonite  
130 Church USA.  
131

132 5. Duties. As a member of the Mennonite Church USA, the congregation shall have a  
133 responsibility to be loyal to and support the work of the church. Specifically:  
134

135 a. Each congregation is expected to send delegate(s) to every session of the  
136 Delegate Assembly and shall actively seek to further the interests of the church during and between  
137 sessions.  
138

139 b. Each congregation shall, insofar as it is possible, call ministers that are certified  
140 or registered by a member area conference of Mennonite Church USA under the provisions and  
141 procedures defined by its own area conference as a credentialing body of MC USA.  
142

143 c. Each congregation shall make provisions to contribute financially to the work of  
144 the denomination. The congregation retains the right to determine the method of its support and  
145 the designation of its contributions.  
146

147 d. Each congregation is to take seriously the need to be in open dialogue with  
148 members and leaders of Mennonite Church USA, to share concerns with the church and to receive

149 representatives that come to share the programs and the perspectives of the church. If there is  
150 serious disagreement, either party may initiate discussion to seek a resolution.

151  
152 6. Membership Procedures. Membership procedures, withdrawal procedures, dismissal  
153 provisions, and other matters involving the membership of a congregation in an area conference  
154 shall be governed by requirements of the particular area conference.

## 155 156 157 **ARTICLE IV**

### 158 159 **AREA CONFERENCES**

160  
161 1. Area Conferences. The area conference is the basic membership unit of Mennonite  
162 Church USA, and through which the member congregations of the area conference also are  
163 members of Mennonite Church USA. The area conference is an affiliation of congregations that  
164 join together in common life and mission. In coming together, congregations recognize their  
165 interdependence and their need for mutual exhortation and admonition, and their strength to fulfill  
166 the church's mission in the world. The area conference should function in the following ways:

167  
168 a. Provide oversight and resources to help create and maintain healthy  
169 congregations.

170  
171 b. Provide for discernment, mutual accountability, and consultation among  
172 congregations on issues of faith and life.

173  
174 c. Provide programs and leadership for lay and pastoral programs, cooperation for  
175 mission and witness, to include church planting, and for the peaceful resolution of conflicts.

176  
177 d. Provide strong ministerial leadership through encouragement, support,  
178 accountability and credentialing by area conferences, including validating, recording, and  
179 transferring ministerial credentials.

180  
181 e. Provide programs, guidelines and services to assist with ministerial placement  
182 which matches the needs of congregations with gifts of pastors.

183  
184 f. Provide regular assemblies for effective involvement of all congregations in  
185 determining priorities and goals for their life and faith, nurture and mission, and to strengthen  
186 relationships between and among congregations, the area conference, and the denomination.

187  
188 g. Appoint delegates to the Delegate Assembly and to the Constituency Leaders  
189 Council to provide a link of communication for matters of mutual concern and for effective church  
190 wide decision making.

191  
192 2. Rights and Privileges. Each area conference shall retain or be given certain rights and  
193 privileges as a member of the Mennonite Church USA.

194  
195 a. Each area conference shall have the authority to determine the criteria and  
196 responsibility to implement the process for membership of congregations within their area  
197 conference, including procedures for withdrawal and dismissal.

199           b. Each area conference shall retain the right of final decision to manage its own  
200 affairs of its organization, personnel, program and management of property.

201  
202           c. Each area conference shall retain the privilege of withdrawing from the  
203 Mennonite Church USA, and in so doing shall withdraw all of its member congregations from  
204 Mennonite Church USA, provided that a withdrawing area conference shall discharge its financial  
205 commitments to Mennonite Church USA as part of such withdrawal.

206  
207           d. Each area conference shall participate in the planning and decision making of the  
208 larger body through its representatives (delegates) to the Delegate Assembly.

209  
210           e. An area conference shall have no rights to any property of Mennonite Church  
211 USA by virtue of its membership in Mennonite Church USA.

212  
213           3. Duties. As a member of the Mennonite Church USA, each area conference shall have a  
214 responsibility to be loyal to and support the work of the church. Specifically:

215  
216           a. Each area conference shall be represented at every session of the Delegate  
217 Assembly and shall actively seek to further the interests of the church during and between sessions.

218  
219           b. Each area conference in its organizational arrangements shall provide for  
220 committees or in other ways represent and promote among its membership the various Mennonite  
221 Church USA church service areas, such as mission, education, service and finances.

222  
223           c. Each area conference shall establish provisions and procedures for the  
224 credentialing of ministers.

225  
226           d. Each area conference shall make its own determinations as to membership of  
227 congregations, taking into account the common vision, commitments, and membership guidelines  
228 of Mennonite Church USA.

229  
230           e. Each area conference will develop and utilize experienced leadership to help  
231 attain continuity in relationships with congregations and the denomination.

232  
233           f. Each area conference shall assume its share of the responsibility for promotion  
234 and support of the Mennonite Church USA resolutions and programs of service. Congregations and  
235 area conferences should provide adequate funding and support for the agencies they have founded  
236 and sponsored as part of their mission, including those agencies which are jointly founded or  
237 sponsored with other church bodies.

238  
239           g. Area conferences should strive to work in harmony and cooperation with the  
240 total denomination, as well as with their member congregations. If there is serious disagreement,  
241 either party may initiate discussion to seek a resolution through the denominational office or the  
242 Constituency Leaders Council (CLC).

243  
244           (1)     The principle of mutual servanthood and accountability in giving and  
245 receiving counsel shall characterize all intercongregational relationships, whether in area  
246 conferences or in the Delegate Assembly.

247  
248           (2)     The area conferences, Delegate Assembly, churchwide boards and  
249 agencies, all of which exist to serve the congregations, shall be guided by and accountable to the

250 congregations which they serve. The congregations in turn shall seek the wisdom, direction, gifts  
251 and resources that come in mutual servanthood and accountability through these relationships.  
252 Channels shall be maintained for consultation and communication of concerns between  
253 congregations, area conferences, and churchwide agencies.

254  
255 (3) In the event of unresolved conflict between area conferences, the  
256 area conferences involved may work with the Mennonite Church USA Executive Board, which shall  
257 determine procedures to be followed in resolving such dispute.

258  
259 4. Membership List. Area conferences shall maintain a permanent record containing the  
260 names and addresses of all member congregations, promptly supplying written copies of the same  
261 to the Executive Director of Mennonite Church USA along with continuously updating the record  
262 for changes. With respect to any notice given or action taken, Mennonite Church USA may rely  
263 upon the last record supplied to it fourteen (14) days prior to such notice or action.

264  
265 5. Admission/Termination. New area conference members may be admitted, or existing  
266 area conference members terminated, through action of the Delegate Assembly. Prior to such  
267 action and following counsel by the Constituency Leaders Council to the Executive Board, the  
268 Executive Board must recommend the action of admission or termination to the Delegate Assembly  
269 and written notice of the recommendation must be given to the members six (6) months in advance  
270 of the meeting of the Delegate Assembly. Any action of admission or termination must be approved  
271 by two-thirds majority vote of those delegates present and eligible to vote at the Delegate  
272 Assembly.

273  
274

## 275 ARTICLE V

### 276 DELEGATE ASSEMBLY

277  
278  
279 1. A Delegate Assembly shall be constituted as a denominational body representative of  
280 the constituency through area conference and congregational delegations. The Delegate Assembly,  
281 as a representative of the church, shall function in the following ways:

282  
283 a. Provide opportunity to assemble for worship, fellowship, prophecy,  
284 acquaintance, and understanding, and to deepen Christian commitment.

285  
286 b. Discuss and decide major issues of policy for the national conference and discern  
287 the voice and the Spirit in the midst of the Delegate Assembly.

288  
289 c. Provide opportunity to speak to the establishment of general policies and the  
290 development of programs to carry out those policies.

291  
292 d. Receive reports from the Executive Board, its committees, program boards, and  
293 councils. Reports shall be presented in writing and shall include financial accounting.

294  
295 e. Review current programs and act on program priorities as presented by the  
296 Executive Board.

297  
298 f. Elect the following:

299  
300 (1) Moderator, if the position is vacant, and a Moderator Elect.

301  
302 (2) Half of the members of the Leadership Discernment Committee as  
303 nominated by the Constituency Leaders Council.  
304  
305 (3) Other members of program agency boards and committees as  
306 needed under the organizational structure of the same.  
307  
308 (4) Executive Board members to fill new terms and vacancies.  
309  
310 2. The membership of the Delegate Assembly shall be chosen as follows:  
311  
312 a. Each congregation of the Mennonite Church USA is eligible to send one (1)  
313 delegate for each one hundred (100) congregational members, or fraction thereof. Also,  
314 congregations may send an additional youth delegate (ages 16-21).  
315  
316 b. Each area conference of the Mennonite Church USA is eligible to send one (1)  
317 delegate for each one thousand (1,000) area conference members, or fraction thereof. Also,  
318 conferences may send an additional two youth delegates (ages 16-21).  
319  
320 c. Each Racial/Ethnic group which has been officially recognized by the Executive  
321 Board, may send three (3) delegates plus one (1) delegate for each one thousand (1,000) members  
322 of such recognized Racial/Ethnic group. Also, Racial/Ethnic groups may send an additional two  
323 youth delegates (ages 16-21).  
324  
325 d. Each member of the Executive Board is automatically a delegate.  
326  
327 e. Subject to the limitations contained herein, each appointing body shall itself  
328 determine the criteria and term of its delegate(s), by what method its delegates are selected and  
329 whether and how it wishes to achieve continuity through its delegates. Each area conference  
330 delegate to the Delegate Assembly shall be a member of a congregation in that area conference.  
331 All delegates shall be members of congregations which are members (through area conferences)  
332 of Mennonite Church USA.  
333  
334 f. Member area conferences shall be responsible to notify the denominational  
335 offices of the identity of area conference delegates.  
336  
337 3. Officers. The officers of the Delegate Assembly and their duties shall be:  
338  
339 a. The Moderator shall preside at all sessions of the Delegate Assembly and shall  
340 give leadership to the interests and spiritual welfare of the Delegate Assembly and serve as its  
341 official representative. The term of office shall be two (2) years.  
342  
343 b. A Moderator Elect shall be elected every two (2) years and after serving a two-  
344 year term shall succeed to the office of Moderator for a two-year term. At the request of the  
345 Moderator, or in case of the absence or disability of the Moderator, the Moderator Elect shall  
346 exercise all rights and duties of the Moderator.  
347  
348 c. The term of office of the Moderator and Moderator Elect begin with the close of  
349 the biennial meeting of the Delegate Assembly.  
350  
351



352 4. Meetings.

353  
354 a. The Delegate Assembly shall meet every two (2) years in regular session.

355  
356 b. The time and place of meetings shall be determined by the Executive Board, with  
357 consideration given to any invitation of an area conference, congregation, or a group of  
358 congregations.

359 c. Special sessions of the Delegate Assembly may be called by the Moderator or  
360 Moderator Elect with the consent of the Executive Board.

361  
362 d. In the case of a special meeting, written notice of the special meeting (which will  
363 include the time, date, and place), and the purpose for the meeting, along with the proposed action  
364 to be taken, shall be submitted to area conferences and to member congregations at least ninety  
365 (90) days in advance of the date of the meeting. Area conferences shall keep the Executive Board  
366 notified of congregational members and any changes thereof.

367  
368 e. Both regular and special meetings of the Delegate Assembly may be held  
369 remotely by electronic means whereby all members participating may simultaneously hear each  
370 other during the meeting or as otherwise required by Indiana law.

371  
372 5. Decision Making.

373  
374 a. Normally floor privileges are granted first to all delegates, Delegate Assembly  
375 committee members, and members of the program boards and committees. Floor privileges will  
376 be extended to others during a discussion at the Moderator's discretion.

377  
378 b. Each Assembly delegate shall be eligible to cast one vote. There is no provision  
379 for proxy voting.

380  
381 c. A majority of votes cast shall determine any matter, except when the Assembly  
382 agrees otherwise or when otherwise provided in these Bylaws.

383  
384 d. A quorum for conducting official business of the Assembly shall be those  
385 delegates to the Assembly who appear for any duly called meeting.

386  
387 6. Standing Committees. The Assembly may establish standing or ad hoc committees as  
388 deemed advisable for its work and may appoint the same as is necessary for ongoing work with the  
389 church. The following shall be standing committee(s) of the Delegate Assembly:

390  
391 a. Leadership Discernment Committee.

392  
393 (1) Duties. It shall be the responsibility of the Leadership Discernment  
394 Committee to prepare slates of nominees for the boards of churchwide program agencies and the  
395 Executive Board.

396  
397 (2) Membership. The committee shall consist of up to eight members,  
398 subject to the criteria identified in section 4 below, half of whom are appointed by the Executive  
399 Board and half of whom are nominated by the Constituency Leaders Council and elected by the  
400 Delegate Assembly.

401

- 402 (a) Executive Board appointees may serve one four-year term,  
403 with possible reappointment.  
404
- 405 (b) Delegate Assembly electees are eligible for re-election for  
406 one additional four-year term.  
407
- 408 (c) Individuals appointed by either the Constituency Leaders  
409 Council or the Executive Board to complete unexpired terms are eligible for one additional term.  
410
- 411 (d) The Executive Board shall appoint the Chair of the committee  
412 from among the Leadership Discernment Committee members.  
413
- 414 (3) Procedure. The committee shall be responsible for the following in  
415 carrying out its duties:  
416
- 417 (a) To exercise judgment in choosing nominees whose spiritual  
418 qualifications, experience, and competence fit them for the position for which they are being  
419 named.
- 420 (b) To assure that the slates provide broad representation of the  
421 life and composition of the Mennonite Church USA.  
422
- 423 (c) To make available a description of each nominee's  
424 experience, background, training, and present involvement so that the Assembly is adequately  
425 informed and acquainted with all nominees.  
426
- 427 (d) To secure from each nominee a commitment to take the  
428 assignment seriously, if elected.  
429
- 430 (e) To emphasize the finding of new leaders, with careful  
431 attention to broadening participation in church leadership.  
432
- 433 (f) To develop appropriate lists of potential nominees by  
434 soliciting from each area conference and associate group a full slate of suggestions. Suggestions  
435 shall also be sought and welcomed from the churchwide program agencies, committees, and  
436 constituency.  
437
- 438 (4) In developing nominees for elected and appointed positions, the  
439 committee shall operate on the following assumptions to the extent reasonably attainable and  
440 appropriate in their judgment:
- 441 (a) 50/50 women to men ratio;  
442 (b) 30/70 BIPOC to White.  
443  
444

## **ARTICLE VI**

### **EXECUTIVE BOARD**

- 445
- 446
- 447
- 448
- 449 1. Executive Board. An Executive Board shall be organized to give leadership and to act on  
450 behalf of the denomination when the Delegate Assembly is not in session. Executive Board  
451 members, with accountability to their appointing/electing bodies, are not expected to be

452 representatives of specific constituencies, but are to act in the best interests of Mennonite Church  
453 USA as a whole. The Executive Board shall function as follows:  
454

- 455 a. Serve as the Board of Directors of Mennonite Church USA, as chartered by the  
456 State of Indiana, and exercise full legal responsibility for Mennonite Church USA.  
457
- 458 b. Provide leadership and spiritual oversight in articulating the vision of Mennonite  
459 Church USA.  
460
- 461 c. Review for coordination purposes the activities of the churchwide program  
462 agencies and committees, including program priorities, annual budgets, fundraising procedures,  
463 and major innovations and modifications of church programs.  
464
- 465 d. Ensure a safety net for small area conferences and Mennonite Church USA  
466 related program entities.  
467
- 468 e. Maintain and promote communication channels between and with area  
469 conferences, congregations, and other denominations.  
470
- 471 f. Ensure that anti-racist and culturally competent principles are practiced  
472 throughout church structures and programs.  
473
- 474 g. Give leadership to coordinate the generation and allocation of resources for  
475 programs and activities of the church.  
476
- 477 h. Foster partnerships with Mennonite Church Canada, other Mennonites  
478 worldwide, and with other denominations.  
479
- 480 i. Receive counsel from the Constituency Leaders Council.  
481
- 482 j. Report biennially to the Delegate Assembly the status of current program  
483 priorities and budgets. Present to the Delegate Assembly program projections for counsel,  
484 direction, and acceptance.  
485
- 486 k. Provide leadership in carrying out the policies and programs authorized by the  
487 Delegate Assembly.  
488
- 489 l. Appoint members to the churchwide program agencies and committees as  
490 provided by the Bylaws; appoint members to standing and ad hoc committees as needed and as  
491 provided in the Bylaws; appoint the Executive Director.  
492
- 493 m. Approve the appointment, reappointment, or dismissal of the chief executive  
494 officer of each churchwide agency, program, board and committee.  
495

496 2. Membership. The membership of the Executive Board shall be comprised of up to  
497 twenty-one (21) people selected as follows:  
498

- 499 a. Two members shall be the Moderator and Moderator Elect. One seat shall be  
500 reserved for the immediate past moderator, who may serve for a period of two years, subject to  
501 mutual agreement with the Executive Board. The Executive Board appoints up to four (4) additional  
502 members. The four recognized Racial/Ethnic groups—African American Mennonite Association

503 (AAMA), Iglesia Menonita Hispana (IMH), Native Mennonite Ministries (NMM), and the network of  
504 Asian Mennonite Church USA congregations shall each appoint one member. The remaining  
505 members shall be elected/affirmed by the Delegate Assembly from a slate developed by the  
506 Leadership Discernment Committee. At least five (5) of the Executive Board seats shall be filled by  
507 persons from Racial/Ethnic groups including the four (4) of whom will be appointed by the four  
508 recognized Racial/Ethnic groups named above. Specific skills, age, gender and geographic  
509 representation should be considered in the Executive Board member nomination and appointment  
510 process. The Leadership Discernment Committee shall take responsibility for coordinating these  
511 various requirements and sources such that an appropriate slate is presented to the Delegate  
512 Assembly for approval for election/affirmation.

513  
514 b. Except for the Moderator and Moderator Elect and immediate past Moderator,  
515 whose terms are controlled by the terms governing their office, the term of office for other  
516 Executive Board members shall be four (4) years, with possible reappointment for one (1)  
517 additional term. Individuals appointed to complete unexpired terms are eligible for one  
518 additional full term. The Executive Board shall arrange that half of those members elected/affirmed  
519 are so selected in each biennium. Members shall serve a maximum of two (2) full consecutive  
520 terms. The terms of membership on the Executive Board shall begin with the first meeting following  
521 the close of the biennial meeting of the Delegate Assembly.

522  
523 c. All Executive Board members shall be members in good standing of a member  
524 congregation of the Mennonite Church USA.

525  
526 3. Meetings.

527  
528 a. Regular meetings of the Board shall be held at least three times a year and/or at  
529 such times as determined by the Board.

530  
531 b. Special meetings of the Board may be called by the Moderator on five (5) days  
532 notice to each member, either personally by mail, or by E-mail, utilizing in each case the last address  
533 of the board member registered with the Executive Board. Special meetings shall be called by the  
534 Moderator or Executive Director in like manner and on like notice on the written request of a  
535 majority of the members of the Executive Board.

536  
537 c. A majority of the members of the Board shall be necessary to constitute a  
538 quorum for the transaction of business.

539  
540 d. A majority vote or a declared consensus of the members present at a meeting of  
541 which a quorum is present shall be required to transact official business.

542  
543 e. Voting by proxy shall not be permitted.

544  
545 4. Action Without Meeting. Any action required or permitted to be taken at any meeting  
546 of the Executive Board may be taken without a meeting if prior to such action a written consent  
547 (which may be by electronic means) to such action is agreed upon by all members of the Executive  
548 Board and such written consent is filed with the minutes of the proceedings of the Executive Board.  
549 To the extent permitted by law, a written consent shall be deemed to exist when the E-mail address  
550 from which the affirmative response is E-mailed corresponds to the address registered for the  
551 Board member who is making the response. Written copies of such E-mail responses shall be filed  
552 with the minutes of the proceedings of the Executive Board.

553

554 5. Conference Call Meetings. Any or all of the members of the Executive Board may  
555 participate in a meeting of the Executive Board by means of a conference telephone or similar  
556 communications equipment by which all persons participating in the meeting can communicate  
557 with each other. Such participation in this matter constitutes presence in person at the meeting.  
558

559 6. Appointments. The Executive Board is responsible for the following appointments:

560 a. The Executive Director.

561 b. Board members for the various program agencies as identified in Article X.

562 c. Half of the Leadership Discernment Committee.

563  
564 d. Additional appointments as needed from time to time to provide for various  
565 projects, committees, offices, and boards to carry out the work of Mennonite Church USA.  
566

567 e. Any vacancy in positions elected by the Delegate Assembly for the interim until  
568 the normal expiration of the term so filled. Such interim appointments are then eligible for service  
569 for one additional term at the will of the delegates.  
570

571 In the event it becomes necessary to fill a vacancy in the office of Moderator Elect, the appointment  
572 of a replacement shall be by the Executive Board who shall consult with the Constituency Leaders  
573 Council.  
574  
575

## 576 ARTICLE VII

### 577 EXECUTIVE COMMITTEE

578 1. Executive Committee. The Executive Board shall have an Executive Committee which  
579 shall consist of the Moderator, Moderator Elect, Secretary, and such other members as determined  
580 by the Executive Board from time to time. The delegation of authority herein granted shall not  
581 operate to relieve the Executive Board, or any member thereof, of any responsibility imposed on it  
582 or such member by law. The Executive Board shall have the power at any time to increase or  
583 decrease the number of members of the Executive Committee, to fill vacancies thereon, to change  
584 any member thereof (other than the Moderator and Moderator Elect), and to change the functions  
585 or terminate the existence thereof subject to governing statutes.  
586

587 2. Power of the Executive Committee. During the intervals between meetings of the  
588 Executive Board, and subject to such limitations as may be required by law, these Bylaws, or by  
589 resolution of the Executive Board, from time to time, the Executive Committee shall have and may  
590 exercise all authority of the Executive Board in the management of Mennonite Church USA except  
591 for those matters described in Article VI 1(l) and (m), Article XI, and hiring and terminating the  
592 Executive Director. The Executive Committee may also from time to time formulate and  
593 recommend to the Executive Board and/or the Delegate Assembly for approval general policies  
594 regarding the management and the affairs of Mennonite Church USA, including the procedures and  
595 policies relative to meetings of the Delegate Assembly.  
596

597 3. Meetings. Meetings of the Executive Committee may be held at any time, place and  
598 upon such notice as may be from time to time determined by the Executive Committee. The  
599 Executive Committee shall meet at least three (3) times a year except as the Executive Committee  
600

604 may decide any such meeting is unnecessary. The Executive Committee shall also meet upon call  
605 by the Moderator, Moderator Elect, or the Executive Director as provided herein.

606  
607 4. Waiver of Notice. Notice of any meeting of the Executive Committee may be waived in  
608 writing either before or after the meeting or by attendance in person.

609  
610 5. Quorum. A majority of the Executive Committee shall be necessary to constitute a  
611 quorum for the transaction of business at any properly called meeting of the Executive Committee.

612  
613 6. Proxy. Voting by proxy shall not be permitted.

614  
615 7. Action Without Meeting. Any action required or permitted to be taken at any meeting  
616 of the Executive Committee may be taken without a meeting if prior to such action a written  
617 consent (which may be by electronic means) to such action is agreed upon by all members of the  
618 Executive Committee and such written consent is filed with the minutes of the proceedings of the  
619 Executive Committee. To the extent permitted by law, a written consent shall be deemed to exist  
620 when the E-mail address from which the affirmative response is E-mailed corresponds to the  
621 address registered for the Board member who is making the response. Written copies of such E-  
622 mail responses shall be filed with the minutes of the proceedings of the Executive Committee.

623 8. Conference Call Meetings. Any or all members of the Executive Committee may  
624 participate in a meeting of the Executive Committee by means of a conference telephone or similar  
625 communications equipment by which all persons participating in the meeting can communicate  
626 with each other. Such participation in this matter constitutes presence in person at the meeting.

627 9. Joint Executive Committee. The Executive Committee shall join with the Executive  
628 Committee of Mennonite Church Canada General Board to form a joint executive committee,  
629 meeting at least annually to foster relationships between Mennonite Church USA and Mennonite  
630 Church Canada and to oversee binational partnership programs.

631  
632

## 633 ARTICLE VIII

### 634 OFFICERS AND COMMITTEES

635  
636  
637 1. Officers of Mennonite Church USA. The officers of Mennonite Church USA shall consist  
638 of a Moderator, Moderator Elect, Secretary, Treasurer, and the Executive Director, and such other  
639 officers as the Executive Board may designate.

640  
641 a. The Moderator shall serve as the Chairperson of the Executive Board and shall  
642 preside at all meetings of the Executive Board and of the Delegate Assembly.

643  
644 b. The Moderator Elect shall serve as the Vice Chairperson and shall serve in the  
645 Moderator's place on request or in the absence or disability of the Moderator and shall also serve  
646 as the chair of the Constituency Leaders Council.

647  
648 c. The Secretary and Treasurer shall be selected biennially by the Executive Board.  
649 Their duties shall include those duties provided in these Bylaws, those duties which usually pertain  
650 to said respective officers, and those duties which are specifically assigned by the Executive Board  
651 from time to time. Any duties specifically assigned by the Executive Board are subject to limitations  
652 imposed by the Executive Board. Unless otherwise determined by the Executive Board, the

653 Secretary's duties shall include recording the minutes of the Delegate Assembly, the Executive  
654 Board, and the Executive Committee. The Secretary and Treasurer may be removed by the  
655 Executive Board at any time, with or without cause. Unless otherwise provided herein, the  
656 Secretary and Treasurer will serve for a term of two (2) years and until their successors are elected  
657 and shall qualify, unless removed earlier by the Executive Board. In the case of any vacancy in the  
658 office of Secretary or Treasurer, the vacancy shall be filled by the Executive Board unless otherwise  
659 provided in these Bylaws. No two offices shall be held by the same person at the same time.

660

661 2. Executive Director.

662

663 a. The Executive Board shall select and employ an Executive Director as a primary  
664 administrative officer who shall be its principal agent in the management of Mennonite Church  
665 USA. The Executive Director shall have such qualifications and such general and specific duties as  
666 the Executive Board shall assign to the Executive Director from time to time.

667

668 b. The Executive Director shall conduct the administrative affairs of the Executive  
669 Board, serve as an officer, and supervise employees of Mennonite Church USA. The Executive  
670 Director shall provide oversight for the various offices of the Executive Board which may be  
671 established from time to time to carry out the work of Mennonite Church USA.

672

673 c. The Executive Director may give notice of any meeting, either of the Delegate  
674 Assembly or the Board, when called in accordance with the provisions of these Bylaws and shall  
675 also perform such duties as are customary incident to the office of chief administrative officer and  
676 such other duties as shall be directed by the Executive Board.

677

678 3. Associate Executive Directors. The Executive Director may appoint Associate Executive  
679 Directors. Such Associate Executive Directors, if any, shall perform in the order established by the  
680 Executive Board, the duties of the Executive Director in the case of death, absence, or inability of  
681 the Executive Director to act for any cause. The Associate Executive Directors shall further carry  
682 out those duties and responsibilities specifically assigned to them by the Executive Board and/or  
683 the Executive Director.

684

685 4. Administrative Assistance. Administrative duties consistent with responsibilities of the  
686 office may be delegated by the Secretary and the Treasurer to the Executive Director or to various  
687 personnel hired by Mennonite Church USA.

688

689 5. Committees. In addition to the Executive Committee, and the Leadership Discernment  
690 Committee, the Executive Board may from time to time appoint such standing and special  
691 committees as may be necessary and advisable to carry out the work of Mennonite Church USA.

692

693 6. Signature of Documents. For legal purposes, either the Moderator or the Executive  
694 Director of Mennonite Church USA, or any other officer or person so authorized by the Executive  
695 Board, may sign documents requiring an official signature on behalf of Mennonite Church USA.

696

697

698

**ARTICLE IX**

699

**CONSTITUENCY LEADERS COUNCIL**

700

701

702 1. Constituency Leaders Council. A Constituency Leaders Council shall be organized to  
703 serve the Mennonite Church USA as follows:

- 704
- 705 a. Serve as a council of denominational “elders,” discerning and advising the
- 706 Executive Board, the Delegate Assembly, and the Mennonite Church USA on issues confronting
- 707 each of them relative to faith and life.
- 708
- 709 b. Engage and promote dialogue between area conferences, recognized
- 710 constituency groups, and program agencies.
- 711
- 712 c. Voice collective aspirations and concerns to denominational leadership.
- 713
- 714 d. Provide opportunity for communication between and among program leaders.
- 715
- 716 e. Provide counsel to the Executive Board on the admission to or termination of an
- 717 area conference member of Mennonite Church USA.
- 718
- 719 2. Membership. The membership of the Constituency Leaders Council shall be comprised
- 720 as follows:
- 721
- 722 a. Up to three (3) representatives appointed by each area conference. Where
- 723 possible one of these representatives should be an area conference minister. Representatives
- 724 should be selected to encourage gender/age/Racial/Ethnic balance.
- 725
- 726 b. Two (2) representatives appointed by each of the recognized constituency
- 727 groups of Mennonite Church USA, as determined by the Executive Board from time to time.
- 728
- 729 c. Each designee by an area conference or associate group shall continue in such
- 730 role at the pleasure of the appointing body.
- 731
- 732 d. All designees to the Constituency Leaders Council shall be members in good
- 733 standing of a member congregation of Mennonite Church USA.
- 734
- 735 e. The Executive Board may, in its discretion, identify new constituency groups and
- 736 determine the number of representatives therefrom to the Constituency Leaders Council.
- 737
- 738 3. Staff and Leadership.
- 739
- 740 a. The Moderator Elect of the Mennonite Church USA shall preside at all meetings
- 741 of the Constituency Leaders Council; provided, that if the Moderator Elect is unavailable then the
- 742 leadership shall be provided by such other person as the Constituency Leaders Council may
- 743 determine from time to time.
- 744
- 745 b. The Chief Administrative Officer shall be the Executive Director, or designee of
- 746 the same. The Executive Director shall further see that such additional staff as is required by the
- 747 Constituency Leaders Council is made available to it. Other persons or entities may be invited in
- 748 accordance with guidelines established by the leadership of the Constituency Leaders Council.
- 749
- 750 4. Meetings.
- 751
- 752 a. Regular meetings of the Constituency Leaders Council shall be held at least once
- 753 a year and/or at such other times as determined by the Constituency Leaders Council.
- 754



755 b. Constituency Leaders Council meetings may take place in any physical location  
756 or remotely via telephone or other remote communications equipment. The official meeting  
757 location will be designated by the Executive Director, or designee of the same.  
758

759 c. The Constituency Leaders Council may be called for regular meetings by the  
760 Moderator Elect on thirty (30) days notice to each member, either personally by U.S. mail or  
761 electronic mail. Addresses for notice shall be those last on file with the Executive Director. Special  
762 meetings may be called by the Moderator Elect or Executive Director in a like manner on like notice,  
763 and also by written request of a majority of the members of the Constituency Leaders Council.  
764

## 765 ARTICLE X

### 766 CHURCHWIDE PROGRAM AGENCIES AND OTHER ENTITIES

767 Various churchwide program agencies and other designated entities shall assist the  
768 Executive Board in providing leadership and resources for carrying out the purposes of Mennonite  
769 Church USA. As of the effective date of these Bylaws, the churchwide program agencies and other  
770 churchwide program entities of Mennonite Church USA are as identified in this article.  
771  
772

773  
774 1. Role. The task of the churchwide program agencies and other designated program  
775 entities is to arrange for the delivery of programs and services that carry out specific churchwide  
776 goals. They cooperate and network with other parts of the church around common goals. To  
777 facilitate this, the agency chairpersons and the agency executive directors meet as necessary in a  
778 Governance Council, chaired by the Moderator, with the Executive Director of Mennonite Church  
779 USA, to coordinate their work under the leadership of the Executive Board.  
780

781 2. Governance. Churchwide program agencies and other designated churchwide  
782 programs may establish separate governing boards, and such governing boards shall be  
783 accountable to the Executive Board of Mennonite Church USA. Board members, with accountability  
784 to their appointing/electing bodies, are not expected to be representatives of specific  
785 constituencies, but are to act in the best interests of Mennonite Church USA as a whole.  
786

#### 787 3. Churchwide Program Agencies.

788  
789 a. Mennonite Publishing Agency. There shall be a Mennonite Publishing Agency,  
790 known as MennoMedia, responsible to both the Executive Board of Mennonite Church USA and  
791 the Joint Council of Mennonite Church Canada through the combined Executive Committees of  
792 those two bodies. Its purpose is to publish resources for living the faith from an Anabaptist  
793 perspective.  
794

795 b. Mennonite Education Agency. There shall be a Mennonite Education Agency  
796 responsible to the Executive Board, its purpose is to:  
797

798 (1) develop and maintain the vision and mission for the short-term and  
799 the long-term interests of Anabaptist-Mennonite education.  
800

801 (2) Advocate for the vision and mission of Anabaptist-Mennonite  
802 education in church and school.  
803

804 (3) Dismantle systems of racism and oppression in Mennonite Education  
805 Agency and the schools.

806  
807 (4) Encourage and enable schools to collaborate in ways that ensure that  
808 the common good of Mennonite education.  
809  
810 (5) Facilitate cooperation, collaboration, and coordination among  
811 Mennonite Church USA, its affiliated education institutions and between these institutions and  
812 other MC USA programs.  
813  
814 (6) Provide services in support of the missions of the education  
815 institutions and Mennonite Church USA.  
816  
817 (7) Provide for the establishment and maintenance of accountability and  
818 support relationships between the schools and Mennonite Church USA.  
819  
820 c. Mennonite Mission Agency. There shall be a Mennonite Mission Agency, known  
821 as Mennonite Mission Network, responsible to the Executive Board. It shall seek to lead, mobilize,  
822 and resource Mennonite Church USA to participate in holistic witness to Jesus Christ, so that every  
823 congregation and all parts of the church will be fully engaged in God’s mission, reaching from across  
824 the street to around the world. In order to accomplish this purpose, the mission agency will:  
825 (1) engage in U.S. and international ministries that show a holistic,  
826 Anabaptist approach to mission;  
827  
828 (2) provide vision, skills, and resources for cultivating and starting  
829 missional congregations;  
830  
831 (3) call, train, and mobilize leadership for mission;  
832  
833 (4) offer motivation, inspiration, information, theological reflection, and  
834 formation for mission; and  
835  
836 (5) generate and distribute financial resources for mission.  
837  
838 d. Mennonite Stewardship Agency. There shall be a Mennonite Stewardship  
839 Agency, known as Everence, responsible to the Executive Board to carry out the core value of  
840 stewardship on behalf of Mennonite Church USA. Everence is accountable to the Executive Board  
841 to lead members of Mennonite Church USA toward greater practice of biblical principles of holistic  
842 stewardship. It carries out this responsibility by providing programs to assist members in the  
843 stewardship of money, health, time, and talents. These will include various educational services,  
844 insurance, financial, and charitable programs, and additional stewardship and mutual aid programs  
845 and services to be developed in the future.  
846  
847 e. Mennonite Health and Human Services Agency. There shall be a Mennonite  
848 Health and Human Services Agency, known as Mennonite Health Services Alliance (MHS Alliance),  
849 responsible to the Executive Board:  
850 (1) to create shared Anabaptist values for, promote a common vision for,  
851 develop leaders for, and provide services including sponsorship to, Anabaptist health care and  
852 human service institutions and programs;  
853  
854 (2) to serve as a membership organization for such Anabaptist health  
855 care and human service institutions and programs;  
856

857 (3) to promote the potential of a Christian community for healing, within  
858 and beyond the Anabaptist community of faith;  
859  
860 (4) to carry out the biblical injunction to enable people toward health,  
861 wholeness, and hope; and  
862  
863 (5) to foster new opportunities of service in the arena of Anabaptist  
864 health care and human service institutions and programs.  
865  
866 f. Establishment or termination of Churchwide Program Agencies. Churchwide  
867 program agencies may be established or terminated as the Executive Board determines from time  
868 to time and on such terms and conditions as the Executive Board determines, with the counsel and  
869 advice of the Delegate Assembly.  
870  
871 4. Establishment or termination of Churchwide Program Entities. Churchwide program  
872 entities may be established or terminated as the Executive Board determines from time to time  
873 and on such terms and conditions as the Executive Board determines to respond to the immediate  
874 needs of the members of Mennonite Church USA. .  
875  
876 5. Requirements for Board Membership.  
877  
878 a. Common requirements for the board of directors of each churchwide program  
879 agency or other designated entity include:  
880 (1) Issues of balance (gender, Racial/Ethnic, expertise) will be respected  
881 to the extent feasible in the composition of each board.  
882  
883 (2) Each board member shall be elected or appointed for a term of four  
884 years and may serve a maximum of three full consecutive terms. Approximately half of the elected  
885 members and half of the appointed members shall be chosen every two years.  
886  
887 (3) All board members shall be members in good standing of a member  
888 congregation of Mennonite Church USA except in cases where board members represent other  
889 participating denominations named in bylaws.  
890  
891 b. The size and selection of the board of the Mennonite Publishing Agency  
892 (MennoMedia) shall be as follows:  
893 (1) The size of the board shall be between six and eleven members.  
894 Expansion in the number of members subsequently will be by action of the board of the Agency.  
895  
896 (2) Two or three members shall be elected by the Mennonite Church USA  
897 Delegate Assembly.  
898  
899 (3) Two members shall be appointed by the Executive Board of  
900 Mennonite Church USA or its designee.  
901  
902 (4) Two or three members shall be appointed by the Joint Council of  
903 Mennonite Church Canada, or its designee.  
904  
905 (5) All of the above appointments shall be made after consultation with  
906 the board of directors and the executive officer of the Mennonite Publishing Agency.  
907

908 (6) Up to three additional members may be selected by the members of  
909 the board of the Mennonite Publishing Agency, subject to confirmation by the Executive Board of  
910 Mennonite Church USA, or its designee (for persons from MC USA) or by the Joint Council of  
911 Mennonite Church Canada, or its designee (for persons from MC Canada).  
912

913 c. The size and selection of the board of the Mennonite Education Agency shall be  
914 as follows:

915 (1) The size of the board shall be not less than five and not more than  
916 seven directors.

917  
918 (2) One member shall be appointed by the Executive Board after  
919 consultation with the Mennonite Education Agency Board of Directors and Executive Director.  
920

921 (3) One member shall be elected by the Mennonite Church USA Delegate  
922 Assembly of Mennonite Church USA.  
923

924 (4) Additional appointments shall be made in accordance with the  
925 bylaws of Mennonite Education Agency.  
926

927 d. The size and selection of the board of the Mennonite Mission Agency  
928 (Mennonite Mission Network) shall be as follows:

929 (1) The size of the board shall be between thirteen and fifteen members.  
930 Expansion in the number of members subsequently will be by action of the board of the Agency.  
931

932 (2) Seven members shall be elected by the Delegate Assembly.  
933

934 (3) Six members shall be appointed by the Executive Board after  
935 consultation with the board of directors and the executive officer of the Mission Agency.  
936

937 (4) Up to two additional members may be selected by the elected and  
938 appointed members of the Mennonite Mission Agency, subject to confirmation by the Executive  
939 Board.

940 e. The size and selection of the board of the Mennonite Stewardship Agency  
941 (Everence) shall be as follows:

942 (1) The size of the board shall be between twelve and fifteen members.  
943

944 (2) Four members shall be elected by the Delegate Assembly.  
945

946 (3) Three members shall be elected or appointed by other  
947 Mennonite/Anabaptist denominations participating in the Everence programs.  
948

949 (4) Five additional members shall be appointed by the seven elected  
950 members, subject to confirmation by the Executive Board. The selection process shall assure that  
951 members of Mennonite Church USA constitute a majority of the full board.  
952

953 (5) Up to three additional members may be selected by the elected and  
954 appointed members of the board subject to confirmation by the Executive Board.  
955

956 f. The size and selection of the board of the Mennonite Health and Human Services  
957 Agency (MHS Alliance) will be as follows:

958 (1) The size of the board shall be between nine and fourteen members.

959 (2) Six members shall be appointed by the Relating Denominations and  
960 of these six, four shall be appointed by the Mennonite Church USA Delegate Assembly, and two  
961 shall be appointed by the other Relating Denominations.

962 (3) Six additional members should be elected by vote of the Membership  
963 and must be a chief executive officer or trustee of a Member organization.  
964

965 The memberships of the boards of such other churchwide program agencies or other program  
966 entities as the Executive Board may authorize or create shall be determined by the Executive Board  
967 from time to time.  
968

969 6. Procedures.  
970

971 a. The boards of churchwide program agencies or other program entities may be  
972 incorporated, unless otherwise approved by the Executive Board. Incorporated boards shall  
973 operate under their own articles and bylaws, subject to the qualifications set forth in this article.  
974 All articles and bylaws, including amendments, are subject to approval by the Executive Board.  
975

976 b. Each board shall meet regularly as a committee of the whole.  
977

978 c. Each board shall employ an executive officer subject to policies approved by the  
979 Executive Board. Further, any such executive officer shall be approved by the Executive Board  
980 before being so appointed and may be removed by the board at any time, with or without cause,  
981 upon the approval of the Executive Board.  
982

983 d. Each board shall elect in addition to the executive officer appropriate officers in  
984 line with its bylaws, where the same exist. Any such additional officers are subject to removal, with  
985 or without cause, by the board. However, the Chairperson may be removed, with or without cause,  
986 by the Executive Board.  
987

988 e. Any board member appointed or elected by the Executive Board or the Delegate  
989 Assembly may be removed, with or without cause, by the Executive Board. Any board member  
990 selected by the elected and appointed members of the board and confirmed by the Executive  
991 Board, may be removed, with or without cause, by the board, upon the approval of the Executive  
992 Board.  
993

994 f. Each board shall establish and supervise such committees, commissions, task  
995 forces, and departmental subdivisions as deemed necessary for the effective and efficient  
996 administration of its functions and programs.  
997

998 g. Unincorporated boards shall operate in accordance with directives and charters  
999 as approved by the Executive Board and which may be amended from time to time by the  
1000 unincorporated program agency or other entity board, subject to approval by the Executive Board.  
1001

1002 **ARTICLE XI**

1003 **AMENDMENTS**

1004  
1005  
1006  
1007 1. These Bylaws may be amended by a two-thirds majority vote of delegates voting at any  
1008 regular or special session of the Delegate Assembly, upon prior recommendation by a two-thirds  
1009 vote of the Executive Board, provided a notice setting forth the substance of such amendment has  
1010 been given in writing to all delegates two months in advance.

- 1011  
1012           2. These Bylaws may be amended at any regular session of the Delegate Assembly without  
1013 prior notice by unanimous vote of delegates present.  
1014
- 1015           3. The Secretary may correct the Bylaws for non-substantive errors in the Bylaws, such as  
1016 errors in spelling, grammar, name changes, or numbering without amendment. These changes are  
1017 subject to approval of the Executive Board of Mennonite Church USA. Changes that do not  
1018 materially affect how the Bylaws operate will be considered as non-substantive.