

# Bylaws for Mennonite Church USA

Approved by Nashville Delegates July 2001

*Revised by Atlanta Delegates July 2003*

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*Revised by Kansas City Delegates July 2019*

[Proposed revisions for the July 10, 2021 Delegate Assembly](#)

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**BYLAWS OF**  
**MENNONITE CHURCH USA, INC.**

**ARTICLE I**

**GENERAL**

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

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

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

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

**ARTICLE II**

**PURPOSE**

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

The role of Mennonite Church USA is to:

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

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

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

- 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 congregations 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 congregations concerned.

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.

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

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

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

173 d. Provide strong ministerial leadership through encouragement, support,  
174 accountability and credentialing by area conferences, including validating, recording, and  
175 transferring ministerial credentials.

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

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

181 g. Appoint delegates to the Delegate Assembly and to the Constituency Leaders  
182 Council to provide a link of communication for matters of mutual concern and for effective church  
183 wide decision making.

184  
185 2. Rights and Privileges. Each area conference shall retain or be given certain rights and  
186 privileges as a member of the Mennonite Church USA.

187 a. Each area conference shall have the authority to determine the criteria and  
188 responsibility to implement the process for membership of congregations within their area  
189 conference, including procedures for withdrawal and dismissal.

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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) ~~Up to four~~Half of the members of the Leadership Discernment  
303 Committee as 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 4. Meetings.



352  
353 a. The Delegate Assembly shall meet every two (2) years in regular session.  
354  
355 b. The time and place of meetings shall be determined by the Executive Board, with  
356 consideration given to any invitation of an area conference, congregation, or a group of  
357 congregations.  
358 c. Special sessions of the Delegate Assembly may be called by the Moderator or  
359 Moderator Elect with the consent of the Executive Board.  
360  
361 d. In the case of a special meeting, written notice of the special meeting (which will  
362 include the time, date, and place), and the purpose for the meeting, along with the proposed action  
363 to be taken, shall be submitted to area conferences and to member congregations at least ninety  
364 (90) days in advance of the date of the meeting. Area conferences shall keep the Executive Board  
365 notified of congregational members and any changes thereof.  
366

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

Commented [SB1]: Policy change: Language is borrowed from Indiana law to allow for electronic member meetings.

370  
371 5. Decision Making.

372  
373 a. Normally floor privileges are granted first to all delegates, Delegate Assembly  
374 committee members, and members of the program boards and committees. Floor privileges will  
375 be extended to others during a discussion at the Moderator's discretion.  
376  
377 b. Each Assembly delegate shall be eligible to cast one vote. There is no provision  
378 for proxy voting.  
379  
380 c. A majority of votes cast shall determine any matter, except when the Assembly  
381 agrees otherwise or when otherwise provided in these Bylaws.  
382  
383 d. A quorum for conducting official business of the Assembly shall be those  
384 delegates to the Assembly who appear for any duly called meeting.  
385

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

Commented [GG2]: Grammar/Wording: Updated the phrasing.

391  
392 a. Leadership Discernment Committee.

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

Commented [GG3]: Grammar/Wording: correct wording.

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

Commented [GG4]: Policy: gives flexibility in the size of the committee. We are a smaller denomination and we have limited volunteers to fill our network of boards.

402  
403 (a) Executive Board appointees ~~Members~~ may serve one four-  
404 year term, with possible reappointment.  
405 (b) Delegate Assembly electees are eligible for ~~or~~ re-election for  
406 one additional four-year term.  
407 (c) Individuals appointed by either the Constituency Leaders  
408 Council or the Executive Board to complete unexpired terms are eligible for one additional term.  
409 ~~(2)~~(d) The Executive Board shall appoint the Chair of the committee  
410 from among the ~~eight~~ Leadership Discernment Committee members.

411  
412 (3) Procedure. The committee shall be responsible for the following in  
413 carrying out its duties:

414  
415 (a) To exercise judgment in choosing nominees whose spiritual  
416 qualifications, experience, and competence fit them for the position for which they are being  
417 named.

418 (b) To assure that the slates provide broad representation of the  
419 life and composition of the Mennonite Church USA.

420  
421 (c) To make available a description of each nominee's  
422 experience, background, training, and present involvement so that the Assembly is adequately  
423 informed and acquainted with all nominees.

424  
425 (d) To secure from each nominee a commitment to take the  
426 assignment seriously, if elected.

427  
428 (e) To emphasize the finding of new leaders, with careful  
429 attention to broadening participation in church leadership.

430  
431 (f) To develop appropriate lists of potential nominees by  
432 soliciting from each area conference and associate group a full slate of suggestions. Suggestions  
433 shall also be sought and welcomed from the churchwide program agencies, committees, and  
434 constituency.

435  
436 (4) In developing nominees for elected and appointed positions, the  
437 committee shall operate on the following assumptions to the extent reasonably attainable and  
438 appropriate in their judgment:

439 (a) 50/50 women to men ratio;

440  
441 ~~(b) 20/30/80/70~~ people of color-BIPOC to Anglo/EuropeanWhite.

Commented [GG5]: Policy: Based updated based on input from CLC. We are updating terminology and percentages.

442  
443  
444 **ARTICLE VI**

445  
446 **EXECUTIVE BOARD**

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

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

453

454 a. Serve as the Board of Directors of Mennonite Church USA, as chartered by the  
455 State of Indiana, and exercise full legal responsibility for Mennonite Church USA.

456  
457 b. Provide leadership and spiritual oversight in articulating the vision of Mennonite  
458 Church USA.

459  
460 c. Review for coordination purposes the activities of the churchwide program  
461 agencies and committees, including program priorities, annual budgets, fundraising procedures,  
462 and major innovations and modifications of church programs.

463  
464 d. Ensure a safety net for small area conferences and Mennonite Church USA  
465 related program entities.

466  
467 e. Maintain and promote communication channels between and with area  
468 conferences, congregations, and other denominations.

469  
470 f. Ensure that anti-racist and culturally competent principles are practiced  
471 throughout church structures and programs.

472  
473 g. Give leadership to coordinate the generation and allocation of resources for  
474 programs and activities of the church.

475  
476 h. Foster partnerships with Mennonite Church Canada, other Mennonites  
477 worldwide, and with other denominations.

478  
479 i. Receive counsel from the Constituency Leaders Council.

480  
481 j. Report biennially to the Delegate Assembly the status of current program  
482 priorities and budgets. Present to the Delegate Assembly program projections for counsel,  
483 direction, and acceptance.

484  
485 k. Provide leadership in carrying out the policies and programs authorized by the  
486 Delegate Assembly.

487  
488 l. Appoint members to the churchwide program agencies and committees as  
489 provided by the Bylaws; appoint members to standing and ad hoc committees as needed and as  
490 provided in the Bylaws; appoint the Executive Director.

491  
492 m. Approve the appointment, reappointment, or dismissal of the chief executive  
493 officer of each churchwide agency, program, board and committee.

494  
495 2. Membership. The membership of the Executive Board shall be comprised of up to  
496 twenty-one (21) people selected as follows:

497  
498 a. Two members shall be the Moderator and Moderator Elect. One seat shall be  
499 reserved for the immediate past moderator, who may serve for a period of two years, subject to  
500 mutual agreement with the Executive Board. The Executive Board appoints up to four (4) additional  
501 members. The four recognized Racial/Ethnic groups—African American Mennonite Association

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

512  
513 b. Except for the Moderator and Moderator Elect and immediate past Moderator,  
514 whose terms are controlled by the terms governing their office, the term of office for other  
515 Executive Board members shall be four (4) years, with possible reappointment for one (1)  
516 additional term. Individuals appointed to complete unexpired terms are eligible for one  
517 additional full term. The Executive Board shall arrange that half of those members elected/affirmed  
518 are so selected in each biennium. Members shall serve a maximum of two (2) full consecutive  
519 terms. The terms of membership on the Executive Board shall begin with the first meeting following  
520 the close of the biennial meeting of the Delegate Assembly.

521  
522 c. All Executive Board members shall be members in good standing of a member  
523 congregation of the Mennonite Church USA.

524  
525 3. Meetings.

526  
527 a. Regular meetings of the Board shall be held at least three times a year and/or at  
528 such times as determined by the Board.

529  
530 b. Special meetings of the Board may be called by the Moderator on five (5) days  
531 notice to each member, either personally by mail, or by E-mail, utilizing in each case the last address  
532 of the board member registered with the Executive Board. Special meetings shall be called by the  
533 Moderator or Executive Director in like manner and on like notice on the written request of a  
534 majority of the members of the Executive Board.

535  
536 c. A majority of the members of the Board shall be necessary to constitute a  
537 quorum for the transaction of business.

538  
539 d. A majority vote or a declared consensus of the members present at a meeting of  
540 which a quorum is present shall be required to transact official business.

541  
542 e. Voting by proxy shall not be permitted.

543  
544 4. Action Without Meeting. Any action required or permitted to be taken at any meeting  
545 of the Executive Board may be taken without a meeting if prior to such action a written consent  
546 (which may be by electronic means) to such action is agreed upon by all members of the Executive  
547 Board and such written consent is filed with the minutes of the proceedings of the Executive Board.  
548 To the extent permitted by law, a written consent shall be deemed to exist when the E-mail address  
549 from which the affirmative response is E-mailed corresponds to the address registered for the  
550 Board member who is making the response. Written copies of such E-mail responses shall be filed  
551 with the minutes of the proceedings of the Executive Board.

552

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

558 6. Appointments. The Executive Board is responsible for the following appointments:  
559 a. The Executive Director.  
560 b. Board members for the various program agencies as identified in Article X.  
561 c. ~~Four members~~ Half of the Leadership Discernment Committee.  
562 d. Additional appointments as needed from time to time to provide for various  
563 projects, committees, offices, and boards to carry out the work of Mennonite Church USA.  
564 e. Any vacancy in positions elected by the Delegate Assembly for the interim until  
565 the normal expiration of the term so filled. Such interim appointments are then eligible for service  
566 for one additional term at the will of the delegates.

567 In the event it becomes necessary to fill a vacancy in the office of Moderator Elect, the appointment  
568 of a replacement shall be by the Executive Board who shall consult with the Constituency Leaders  
569 Council.  
570

## 571 ARTICLE VII

### 572 EXECUTIVE COMMITTEE

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

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

592 3. Meetings. Meetings of the Executive Committee may be held at any time, place and  
593 upon such notice as may be from time to time determined by the Executive Committee. The  
594 Executive Committee shall meet at least three (3) times a year except as the Executive Committee  
595 may decide any such meeting is unnecessary. The Executive Committee shall also meet upon call  
596 by the Moderator, Moderator Elect, or the Executive Director as provided herein.  
597  
598  
599  
600  
601

Commented [GG6]: Policy: Reflects the changes made to the size of the LDC.

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

604  
605 5. Quorum. A majority of the Executive Committee shall be necessary to constitute a  
606 quorum for the transaction of business at any properly called meeting of the Executive Committee.

607  
608 6. Proxy. Voting by proxy shall not be permitted.

609  
610 7. Action Without Meeting. Any action required or permitted to be taken at any meeting  
611 of the Executive Committee may be taken without a meeting if prior to such action a written  
612 consent (which may be by electronic means) to such action is agreed upon by all members of the  
613 Executive Committee and such written consent is filed with the minutes of the proceedings of the  
614 Executive Committee. To the extent permitted by law, a written consent shall be deemed to exist  
615 when the E-mail address from which the affirmative response is E-mailed corresponds to the  
616 address registered for the Board member who is making the response. Written copies of such E-  
617 mail responses shall be filed with the minutes of the proceedings of the Executive Committee.

618  
619 8. Conference Call Meetings. Any or all members of the Executive Committee may  
620 participate in a meeting of the Executive Committee by means of a conference telephone or similar  
621 communications equipment by which all persons participating in the meeting can communicate  
with each other. Such participation in this matter constitutes presence in person at the meeting.

622  
623 9. Joint Executive Committee. The Executive Committee shall join with the Executive  
624 Committee of Mennonite Church Canada General Board to form a joint executive committee,  
625 meeting at least annually to foster relationships between Mennonite Church USA and Mennonite  
626 Church Canada and to oversee binational partnership programs.

627  
628 **ARTICLE VIII**

629  
630 **OFFICERS AND COMMITTEES**

631  
632 1. Officers of Mennonite Church USA. The officers of Mennonite Church USA shall consist  
633 of a Moderator, Moderator Elect, Secretary, Treasurer, and the Executive Director, and such other  
634 officers as the Executive Board may designate.

635  
636 a. The Moderator shall serve as the Chairperson of the Executive Board and shall  
637 preside at all meetings of the Executive Board and of the Delegate Assembly.

638  
639 b. The Moderator Elect shall serve as the Vice Chairperson and shall serve in the  
640 Moderator's place on request or in the absence or disability of the Moderator and shall also serve  
641 as the chair of the Constituency Leaders Council.

642  
643 c. The Secretary and Treasurer shall be selected biennially by the Executive Board.  
644 Their duties shall include those duties provided in these Bylaws, those duties which usually pertain  
645 to said respective officers, and those duties which are specifically assigned by the Executive Board  
646 from time to time. Any duties specifically assigned by the Executive Board are subject to limitations  
647 imposed by the Executive Board. Unless otherwise determined by the Executive Board, the  
648 Secretary's duties shall include recording the minutes of the Delegate Assembly, the Executive  
649 Board, and the Executive Committee. The Secretary and Treasurer may be removed by the  
650 Executive Board at any time, with or without cause. Unless otherwise provided herein, the

651 Secretary and Treasurer will serve for a term of two (2) years and until their successors are elected  
652 and shall qualify, unless removed earlier by the Executive Board. In the case of any vacancy in the  
653 office of Secretary or Treasurer, the vacancy shall be filled by the Executive Board unless otherwise  
654 provided in these Bylaws. No two offices shall be held by the same person at the same time.  
655

656 2. Executive Director.

657  
658 a. The Executive Board shall select and employ an Executive Director as a primary  
659 administrative officer who shall be its principal agent in the management of Mennonite Church  
660 USA. The Executive Director shall have such qualifications and such general and specific duties as  
661 the Executive Board shall assign to the Executive Director from time to time.  
662

663 b. The Executive Director shall conduct the administrative affairs of the Executive  
664 Board, serve as an officer, and supervise employees of Mennonite Church USA. The Executive  
665 Director shall provide oversight for the various offices of the Executive Board which may be  
666 established from time to time to carry out the work of Mennonite Church USA.  
667

668 c. The Executive Director may give notice of any meeting, either of the Delegate  
669 Assembly or the Board, when called in accordance with the provisions of these Bylaws, and shall  
670 also perform such duties as are customary incident to the office of chief administrative officer and  
671 such other duties as shall be directed by the Executive Board.  
672

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

680 4. Administrative Assistance. Administrative duties consistent with responsibilities of the  
681 office may be delegated by the Secretary and the Treasurer to the Executive Director or to various  
682 personnel hired by Mennonite Church USA.  
683

684 5. Committees. In addition to the Executive Committee, and the Leadership Discernment  
685 Committee, the Executive Board may from time to time appoint such standing and special  
686 committees as may be necessary and advisable to carry out the work of Mennonite Church USA.  
687

688 6. Signature of Documents. For legal purposes, either the Moderator or the Executive  
689 Director of Mennonite Church USA, or any other officer or person so authorized by the Executive  
690 Board, may sign documents requiring an official signature on behalf of Mennonite Church USA.  
691

692 **ARTICLE IX**

693  
694 **CONSTITUENCY LEADERS COUNCIL**

695  
696 1. Constituency Leaders Council. A Constituency Leaders Council shall be organized to  
697 serve the Mennonite Church USA as follows:  
698  
699

700 a. Serve as a council of denominational “elders,” discerning and advising the  
701 Executive Board, the Delegate Assembly, and the Mennonite Church USA on issues confronting  
702 each of them relative to faith and life.

703  
704 b. Engage and promote dialogue between area conferences, recognized  
705 constituency groups, and program agencies.

706  
707 c. Voice collective aspirations and concerns to denominational leadership.

708  
709 d. Provide opportunity for communication between and among program leaders.

710  
711 e. Provide counsel to the Executive Board on the admission to or termination of an  
712 area conference member of Mennonite Church USA.

713  
714 2. Membership. The membership of the Constituency Leaders Council shall be comprised  
715 as follows:

716  
717 a. Up to three (3) representatives appointed by each area conference. Where  
718 possible one of these representatives should be an area conference minister. Representatives  
719 should be selected to encourage gender/age/Racial/Ethnic balance.

720  
721 b. Two (2) representatives appointed by each of the recognized constituency  
722 groups of Mennonite Church USA, as determined by the Executive Board from time to time.

723  
724 c. Each designee by an area conference or associate group shall continue in such  
725 role at the pleasure of the appointing body.

726  
727 d. All designees to the Constituency Leaders Council shall be members in good  
728 standing of a member congregation of Mennonite Church USA.

729  
730 e. The Executive Board may, in its discretion, identify new constituency groups and  
731 determine the number of representatives therefrom to the Constituency Leaders Council.

732  
733 3. Staff and Leadership.

734  
735 a. The Moderator Elect of the Mennonite Church USA shall preside at all meetings  
736 of the Constituency Leaders Council; provided, that if the Moderator Elect is unavailable then the  
737 leadership shall be provided by such other person as the Constituency Leaders Council may  
738 determine from time to time.

739  
740 b. The Chief Administrative Officer shall be the Executive Director, or designee of  
741 the same. The Executive Director shall further see that such additional staff as is required by the  
742 Constituency Leaders Council is made available to it. ~~Representatives from churchwide program  
743 agencies are normally invited as guests to participate in the meetings of the Constituency Leaders  
744 Council. Other persons or entities may be invited by the Moderator elect or the Executive Director  
745 to one or more meetings in order to support and contribute to the work of the CLC in accordance  
746 with guidelines established by the leadership of the Constituency Leaders Council.~~

747  
748 4. Meetings.

749

Commented [GG7]: Policy: align with CLC policy and practice.



750 a. Regular meetings of the Constituency Leaders Council shall be held at least once  
751 a year and/or at such other times as determined by the Constituency Leaders Council.

752  
753 ~~a.b. Constituency Leaders Council meetings may take place in any physical location~~  
754 ~~or remotely via telephone or other remote communications equipment. The official meeting~~  
755 ~~location will be designated by the Executive Director, or designee of the same.~~

**Commented [GG8]: Policy:** Clarification of meeting procedures, officially allows virtual meetings.

756  
757 ~~b.c.~~The Constituency Leaders Council may be called for regular meetings by the  
758 Moderator Elect on thirty (30) days notice to each member, either personally by U.S. mail or ~~E-~~  
759 ~~electronic~~ mail. Addresses for notice shall be those last on file with the Executive Director. Special  
760 meetings may be called by the Moderator Elect or Executive Director in a like manner on like notice,  
761 and also by written request of a majority of the members of the Constituency Leaders Council.

## 762 ARTICLE X

### 763 CHURCHWIDE PROGRAM AGENCIES AND OTHER ENTITIES

764  
765  
766 Various churchwide program agencies and other designated entities shall assist the  
767 Executive Board in providing leadership and resources for carrying out the purposes of Mennonite  
768 Church USA. As of the effective date of these Bylaws, the churchwide program agencies and other  
769 churchwide program entities of Mennonite Church USA are as identified in this article.

770  
771  
772 1. Role. The task of the churchwide program agencies and other designated program  
773 entities is to arrange for the delivery of programs and services that carry out specific churchwide  
774 goals. They cooperate and network with other parts of the church around common goals. To  
775 facilitate this, the agency chairpersons and the agency executive directors meet as necessary in a  
776 Governance Council, chaired by the Moderator, with the Executive Director of Mennonite Church  
777 USA, to coordinate their work under the leadership of the Executive Board.

778  
779 2. Governance. ~~A board of directors governs each churchwide program agency and each~~  
780 ~~other designated entity. Churchwide program agencies and other designated churchwide programs~~  
781 ~~may establish separate governing boards, and such governing boards shall be accountable to the~~  
782 ~~Executive Board of Mennonite Church USA.~~ Board members, with accountability to their  
783 appointing/electing bodies, are not expected to be representatives of specific constituencies, but  
784 are to act in the best interests of Mennonite Church USA as a whole.

**Commented [GG9]: Grammar/Wording:** Updated for clarity

785  
786 3. Churchwide Program Agencies.

787  
788 a. Mennonite Publishing Agency. There shall be a Mennonite Publishing Agency,  
789 known as MennoMedia, responsible to both the Executive Board of Mennonite Church USA and  
790 the Joint Council of Mennonite Church Canada through the combined Executive Committees of  
791 those two bodies. Its purpose is to publish resources for living the faith from an Anabaptist  
792 perspective.

793  
794 b. Mennonite Education Agency. There shall be a Mennonite Education Agency  
795 responsible to the Executive Board, its purpose is to:

**Commented [GG10]: Policy change:** Alignment with language of MEA bylaws and practice.

796  
797 (5) develop and maintain the vision and mission for the short-term and  
798 the long-term interests of Anabaptist-Mennonite education.  
799

800 (6) Advocate for the vision and mission of Anabaptist-Mennonite  
801 education in church and school.

802  
803 (7) Dismantle systems of racism and oppression in Mennonite Education  
804 Agency and the schools.

805  
806 (8) Encourage and enable schools to collaborate in ways that ensure that  
807 the common good of Mennonite education.

808  
809 (9) Facilitate cooperation, collaboration, and coordination among  
810 Mennonite Church USA, its affiliated education institutions and between these institutions and  
811 other MC USA programs.

812  
813 (10) Provide services in support of the missions of the education  
814 institutions and Mennonite Church USA.

815  
816 (11) Provide for the establishment and maintenance of accountability and  
817 support relationships between the schools and Mennonite Church USA.

818  
819 ~~Its purpose is to strengthen the life, witness, and identity of Mennonite Church USA through~~  
820 ~~education. It carries out this purpose by:~~

821 ~~—— (1) developing and maintaining the vision for Anabaptist-Mennonite education and~~  
822 ~~advocating for this vision in church and school;~~

823  
824 ~~—— (2) discerning the educational needs of the church and developing schools and~~  
825 ~~programs which best meet these needs;~~

826  
827 ~~—— (3) facilitating cooperation, collaboration, and coordination among Mennonite~~  
828 ~~Church USA educational institutions and between these institutions and other church programs;~~  
829 ~~and~~

830  
831 ~~—— (4) providing services in support of the missions of the educational institutions, and~~  
832 ~~providing for the establishment and maintenance of accountability and support relationships~~  
833 ~~between the schools and the church.~~

834  
835 c. Mennonite Mission Agency. There shall be a Mennonite Mission Agency, known  
836 as Mennonite Mission Network, responsible to the Executive Board. It shall seek to lead, mobilize,  
837 and resource Mennonite Church USA to participate in holistic witness to Jesus Christ, so that every  
838 congregation and all parts of the church will be fully engaged in God's mission, reaching from across  
839 the street to around the world. In order to accomplish this purpose, the mission agency will:

840 (1) engage in U.S. and international ministries that show a holistic,  
841 Anabaptist approach to mission;

842  
843 (2) provide vision, skills, and resources for cultivating and starting  
844 missional congregations;

845  
846 (3) call, train, and mobilize leadership for mission;

847  
848 (4) offer motivation, inspiration, information, theological reflection, and  
849 formation for mission; and

851 (5) generate and distribute financial resources for mission.

852  
853 d. Mennonite Stewardship Agency. There shall be a Mennonite Stewardship  
854 Agency, known as Everence, responsible to the Executive Board to carry out the core value of  
855 stewardship on behalf of Mennonite Church USA. Everence is accountable to the Executive Board  
856 to lead members of Mennonite Church USA toward greater practice of biblical principles of holistic  
857 stewardship. It carries out this responsibility by providing programs to assist members in the  
858 stewardship of money, health, time, and talents. These will include various educational services,  
859 insurance, financial, and charitable programs, and additional stewardship and mutual aid programs  
860 and services to be developed in the future.

861 e. Mennonite Health and Human Services Agency. There shall be a Mennonite  
862 Health and Human Services Agency, known as Mennonite Health Services Alliance (MHS Alliance),  
863 responsible to the Executive Board:

864  
865 (1) to create shared Anabaptist values for, promote a common vision for,  
866 develop leaders for, and provide services including sponsorship to, Anabaptist health care and  
867 human service institutions and programs;

868 (2) to serve as a membership organization for such Anabaptist health  
869 care and human service institutions and programs;

870 (3) to promote the potential of a Christian community for healing, within  
871 and beyond the Anabaptist community of faith;

872 (4) to carry out the biblical injunction to enable people toward health,  
873 wholeness, and hope; and

874 (5) to foster new opportunities of service in the arena of Anabaptist  
875 health care and human service institutions and programs.

876  
877 f. Establishment or termination of Churchwide Program Agencies. Churchwide  
878 program agencies may be established or terminated as the Executive Board determines from time  
879 to time and on such terms and conditions as the Executive Board determines, with the counsel and  
880 advice of the Delegate Assembly.  
881

882  
883 4. ~~Other Churchwide Program Entities.~~

884  
885 ~~a. The Mennonite. There shall be a self-supporting entity that produces a~~  
886 ~~denominational magazine (dba The Mennonite, Inc.). Its board of directors shall be responsible to~~  
887 ~~the Executive Board. Its mission is to help readers glorify God, grow in faith and become agents of~~  
888 ~~healing and hope in our world. Its goals are to provide a forum for the voices within the~~  
889 ~~denomination, to promote the ministries of, and to support identity-building for Mennonite Church~~  
890 ~~USA, and to offer an editorial voice distinctive from but collaborative with other leadership voices~~  
891 ~~within Mennonite Church USA.~~

892  
893 ~~b. Establishment or termination of Churchwide Program Entities. Churchwide~~  
894 ~~program entities may be established or terminated as the Executive Board determines from time~~  
895 ~~to time and on such terms and conditions as the Executive Board determines to respond to the~~  
896 ~~immediate needs of the members of Mennonite Church USA. ,with the counsel and advice of the~~  
897 ~~Delegate Assembly.~~

898  
899 5. Requirements for Board Membership.

900

**Commented [GG11]: Organizational/Structure**  
: Reflects change that The Mennonite no longer in existence.

**Commented [GG12]: Policy:** We currently have no entities. Makes a clearer distinction between entities and agencies.

901 a. Common requirements for the board of directors of each churchwide program  
902 agency or other designated entity include:

903 (1) Issues of balance (gender, Racial/Ethnic, expertise) will be respected  
904 to the extent feasible in the composition of each board.

905 (2) Each board member shall be elected or appointed for a term of four  
906 years, and may serve a maximum of three full consecutive terms. Approximately half of the elected  
907 members and half of the appointed members shall be chosen every two years.

908 (3) All board members shall be members in good standing of a member  
909 congregation of Mennonite Church USA except in cases where board members represent other  
910 participating denominations named in bylaws.

911 b. The size and selection of the board of the Mennonite Publishing Agency  
912 (MennoMedia) shall be as follows:

913 (1) The size of the board shall be between six and eleven members, ~~as~~  
914 ~~determined by the MennoMedia board.~~ Expansion in the number of members subsequently will  
915 be by action of the board of the Agency.

Commented [GG13]: Grammar/Wording

916 (2) Two or three members shall be elected by the Mennonite Church USA  
917 Delegate Assembly.

918 (3) Two members shall be appointed by the Executive Board of  
919 Mennonite Church USA or its designee.

920 (4) Two or three members shall be appointed by the Joint Council of  
921 Mennonite Church Canada, or its designee.

922 (5) All of the above appointments shall be made after consultation with  
923 the board of directors and the executive officer of the Mennonite Publishing Agency.

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

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

Commented [GG14]: Governance change: This change is from the MEA board as they update their bylaws.

930 ~~(1) The size of the board shall be not less than five and not more than~~  
931 ~~seven directors.~~

932 ~~(2) One member shall be appointed by the Executive Board after consultation~~  
933 ~~with the Mennonite Education Agency Board of Directors and Executive~~  
934 ~~Director~~

935 ~~(3) One member shall be elected by the Mennonite Church USA Delegate~~  
936 ~~Assembly of Mennonite Church USA~~

937 ~~(4) Additional appoints shall be made in accordance with the bylaws of~~  
938 ~~Mennonite Education Agency.~~

939  
940  
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951

952 ~~(1) The size of the board shall be between eleven and thirteen members.~~  
953 ~~Expansion in the number of members subsequently will be by action of the board of the Agency.~~

954 ~~(2) Six members shall be elected by the Delegate Assembly.~~

955 ~~(3) Five members shall be appointed by the Executive Board after~~  
956 ~~consultation with the board of directors and the executive officer of the Education Agency.~~

957 ~~(4) Up to two additional members may be selected by the elected~~  
958 ~~and appointed members of the Mennonite Education Agency, subject to confirmation by the~~  
959 ~~Executive Board.~~

960  
961  
962  
963 d. The size and selection of the board of the Mennonite Mission Agency  
964 (Mennonite Mission Network) shall be as follows:

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

967  
968 (2) Seven members shall be elected by the Delegate Assembly.

969  
970 (3) Six members shall be appointed by the Executive Board after  
971 consultation with the board of directors and the executive officer of the Mission Agency.

972  
973 (4) Up to two additional members may be selected by the elected and  
974 appointed members of the Mennonite Mission Agency, subject to confirmation by the Executive  
975 Board.

976  
977 e. The size and selection of the board of the Mennonite Stewardship Agency  
978 (Everence) shall be as follows:

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

980  
981 (2) Four members shall be elected by the Delegate Assembly.

982  
983 (3) Three members shall be elected or appointed by other  
984 Mennonite/Anabaptist denominations participating in the Everence programs.

985  
986 (4) Five additional members shall be appointed by the seven elected  
987 members, subject to confirmation by the Executive Board. The selection process shall assure that  
988 members of Mennonite Church USA constitute a majority of the full board.

989  
990 (5) Up to three additional members may be selected by the elected and  
991 appointed members of the board subject to confirmation by the Executive Board.

992  
993 f. The size and selection of the board of the Mennonite Health and Human Services  
994 Agency (MHS Alliance) will be as follows:

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

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

999 (3) Six additional members should be elected by vote of the Membership  
1000 and must be a chief executive officer or trustee of a Member organization.

1002 ~~g. The size and the selection of the board of The Mennonite, Inc., shall be as~~  
1003 ~~follows:~~  
1004 ~~(1) The size of the board shall be seven or eight members.~~  
1005  
1006 ~~(2) Three members shall be elected by the Delegate Assembly.~~  
1007  
1008 ~~(3) Three members shall be appointed by the Executive Board after~~  
1009 ~~consultation with the board of directors and the executive officer of the denominational magazine.~~  
1010  
1011 ~~(4) One or two additional members may be selected by the elected and~~  
1012 ~~appointed members of the board of The Mennonite, Inc., subject to confirmation by the Executive~~  
1013 ~~Board.~~

Commented [GG15]: Organizational/Structure  
: Termination of The Mennonite as  
agency.

1014  
1015 The memberships of the boards of such other churchwide program agencies or other program  
1016 entities as the Executive Board may authorize or create shall be determined by the Executive Board  
1017 from time to time.

1018 6. Procedures.

1019  
1020 a. The boards of churchwide program agencies or other program entities may be  
1021 incorporated, unless otherwise approved by the Executive Board. Incorporated boards shall  
1022 operate under their own articles and bylaws, subject to the qualifications set forth in this article.  
1023 All articles and bylaws, including amendments, are subject to approval by the Executive Board.

1024  
1025 b. Each board shall meet regularly as a committee of the whole.

1026  
1027 c. Each board shall employ an executive officer subject to policies approved by the  
1028 Executive Board. Further, any such executive officer shall be approved by the Executive Board  
1029 before being so appointed and may be removed by the board at any time, with or without cause,  
1030 upon the approval of the Executive Board.

1031  
1032 d. Each board shall elect in addition to the executive officer appropriate officers in  
1033 line with its bylaws, where the same exist. Any such additional officers are subject to removal, with  
1034 or without cause, by the board. However, the Chairperson may be removed, with or without cause,  
1035 by the Executive Board.

1036  
1037 e. Any board member appointed or elected by the Executive Board or the Delegate  
1038 Assembly may be removed, with or without cause, by the Executive Board. Any board member  
1039 selected by the elected and appointed members of the board and confirmed by the Executive  
1040 Board, may be removed, with or without cause, by the board, upon the approval of the Executive  
1041 Board.

1042  
1043 f. Each board shall establish and supervise such committees, commissions, task  
1044 forces, and departmental subdivisions as deemed necessary for the effective and efficient  
1045 administration of its functions and programs.

1046  
1047 g. Unincorporated boards shall operate in accordance with directives and charters  
1048 as approved by the Executive Board and which may be amended from time to time by the  
1049 unincorporated program agency or other entity board, subject to approval by the Executive Board.

1050  
1051 **ARTICLE XI**

1054 **AMENDMENTS**

1055  
1056 1. These Bylaws may be amended by a two-thirds majority vote of delegates voting at any  
1057 regular or special session of the Delegate Assembly, upon prior recommendation by a two-thirds  
1058 vote of the Executive Board, provided a notice setting forth the substance of such amendment has  
1059 been given in writing to all delegates two months in advance.

1060  
1061 ~~2. 2.~~—These Bylaws may be amended at any regular session of the Delegate Assembly  
1062 without prior notice by unanimous vote of delegates present.

1063  
1064 3. The Secretary may correct the bylaws for non-substantive errors in the bylaws, such as  
1065 errors, in spelling, grammar, name changes, or numbering without amendment. These changes are  
1066 subject to approval of the Executive Board of Mennonite Church USA. Changes that do not  
1067 materially affect how the bylaws operate will be considered as non-substantive.  
1068

Commented [GG16]: Policy: This will save time.

1069  
1070 Proposed changes approved by the Mennonite Church USA Executive Board on April 17, 2021  
1071