

Bylaws for Mennonite Church USA

Approved by Delegates July 10, 2025

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1 **BYLAWS OF**

2
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
44 updated from time 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

- e. Confront forces of the world which work against God's intent for all creation.
- f. Be a channel for dialogue and witness to other church bodies and to governing authorities.
- g. Provide a sense of larger community, creating a common identity for ourselves and recognized by those with whom we come in contact.
- h. Call and train leaders who know how to apply the Gospel in our time.
- i. Encourage teamwork and effective partnerships between all parts of the church.
- j. Combine resources to do together what we cannot achieve alone.
- k. Be anti-racist in all areas of church life and program.

ARTICLE III

CONGREGATIONS

1. Basic Unit. The local congregation is the basic organizational unit of area conference members of Mennonite Church USA. The congregation is God's people with a common confession of Christ uniting in worship, nurture, fellowship, proclamation, service, discernment, reconciliation, and mutual care and discipline. It is a local group of believers whose commitment to Christ and to each other and whose proximity to each other make it possible to experience these activities on a regular and continuing basis.

2. Common Vision and Commitments. Congregations, and the area conferences to which they belong, shall maintain a membership roster and shall share the following commitments as endorsed by the delegates of Mennonite Church USA:

- Common vision statement for Mennonite Church USA,
- Common mission statement for Mennonite Church USA,
- Common Confession of Faith in a Mennonite Perspective, as updated from time to time, as their "statement of faith for teaching and nurture in the life of the Church,"
- Commitment "to seek to understand and interpret Scripture in harmony with Jesus Christ as we are led by the Holy Spirit in the Church,"
- Commitment to participate in discerning and living out statements of Christian faith and life made by Mennonite Church USA,
- Commitment to participate in the denomination's life and mission through delegate representation and financial support.

3. Congregational Derived Membership in Mennonite Church USA. Congregations automatically derive and attain membership in Mennonite Church USA through their membership in an area conference member of Mennonite Church USA. Unless expressly stated otherwise in these Bylaws, all references to member congregations of Mennonite Church USA herein mean this derived membership.

- a. Congregations may hold membership in only one area conference of Mennonite Church USA. However, in those situations where a congregation at the time of adoption of these Bylaws is already a member of two or more area conferences,

- 102 such multiple area conference membership may be retained as long as agreeable to
103 the area conferences and the congregation.
104
- 105 b. No congregation shall separate or be separated from one area conference and
106 subsequently be accepted by another area conference without prior consultation
107 among the area conferences involved and the congregation.
108
- 109 c. The congregation shall relate to the Delegate Assembly directly through delegates,
110 and through the area conference with which it affiliates.
111
- 112 4. Rights and Privileges. The congregation shall retain or be given certain rights and
113 privileges as a member of the Mennonite Church USA.
114
- 115 a. The congregation shall have the authority to determine the criteria and the
116 responsibility to implement the process for membership of persons joining their
117 congregation, and which shall be done in consultation with their area conference
118 and in consideration of expectations for membership in Mennonite Church USA.
119
- 120 b. The congregation shall retain the right to manage its own affairs, including but not
121 limited to its organization, personnel, program and management of property.
122
- 123 c. The congregation shall retain the privilege of withdrawing from an area conference,
124 and in so doing from Mennonite Church USA.
125
- 126 d. Through its representatives (delegates) to the Delegate Assembly, the congregation
127 shall participate in the planning and decision making of the larger body.
128
- 129 e. A congregation shall have no rights to any property of an area conference, or
130 Mennonite Church USA, by virtue of its membership in either an area conference or
131 Mennonite Church USA.
132
- 133 5. Duties. As a member of the Mennonite Church USA, the congregation shall have a
134 responsibility to be loyal to and support the work of the church. Specifically:
135
- 136 a. Each congregation is expected to send delegate(s) to every session of the Delegate
137 Assembly and shall actively seek to further the interests of the church during and
138 between sessions.
139
- 140 b. Each congregation shall, insofar as it is possible, call ministers that are certified or
141 registered by a member area conference of Mennonite Church USA under the
142 provisions and procedures defined by its own area conference as a credentialing
143 body of MC USA.
144
- 145 c. Each congregation shall make provisions to contribute financially to the work of the
146 denomination. The congregation retains the right to determine the method of its
147 support and the designation of its contributions.
148
- 149 d. Each congregation is to take seriously the need to be in open dialogue with members
150 and leaders of Mennonite Church USA, to share concerns with the church and to
151 receive representatives that come to share the programs and the perspectives of

the church. If there is serious disagreement, either party may initiate discussion to seek a resolution.

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

7. Abuse Prevention and Response: All congregations belonging to an MC USA Area Conference will utilize the current version of the Prevention and Accountability Resource, as approved by the MC USA Executive Board, in consultation with the area conference ministers, as the guidelines for pastoral ethics, abuse prevention and abuse response for all pastors, ministers, and/or ministerial leaders in the church.

ARTICLE IV

AREA CONFERENCES

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

- a. Provide oversight and resources to help create and maintain healthy congregations.
- b. Provide for discernment, mutual accountability, and consultation among congregations on issues of faith and life.
- c. Provide programs and leadership for lay and pastoral programs, cooperation for mission and witness, to include church planting, and for the peaceful resolution of conflicts.
- d. Provide strong ministerial leadership through encouragement, support, accountability and credentialing by area conferences, including validating, recording, and transferring ministerial credentials.
- e. Provide programs, guidelines and services to assist with ministerial placement which matches the needs of congregations with gifts of pastors.
- f. Provide regular assemblies for effective involvement of all congregations in determining priorities and goals for their life and faith, nurture and mission, and to strengthen relationships between and among congregations, the area conference, and the denomination.
- g. Appoint delegates to the Delegate Assembly and to the Constituency Leaders Council to provide a link of communication for matters of mutual concern and for effective church wide decision making.

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

- 204
- 205 a. Each area conference shall have the authority to determine the criteria and
206 responsibility to implement the process for membership of congregations within
207 their area conference, including procedures for withdrawal and dismissal.
208
- 209 b. Each area conference shall retain the right of final decision to manage its own affairs
210 of its organization, personnel, program and management of property.
211
- 212 c. Each area conference shall retain the privilege of withdrawing from the Mennonite
213 Church USA, and in so doing shall withdraw all of its member congregations from
214 Mennonite Church USA, provided that a withdrawing area conference shall
215 discharge its financial commitments to Mennonite Church USA as part of such
216 withdrawal.
217
- 218 d. Each area conference shall participate in the planning and decision-making of the
219 larger body through its representatives (delegates) to the Delegate Assembly.
220
- 221 e. An area conference shall have no rights to any property of Mennonite Church USA
222 by virtue of its membership in Mennonite Church USA.
223

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

- 226
- 227 a. Each area conference shall be represented at every session of the Delegate Assembly
228 and shall actively seek to further the interests of the church during and between
229 sessions.
230
- 231 b. Each area conference in its organizational arrangements shall provide for
232 committees or in other ways represent and promote among its membership the
233 various Mennonite Church USA church service areas, such as mission, education,
234 service and finances.
235
- 236 c. Each area conference shall establish provisions and procedures for the credentialing
237 of ministers.
238
- 239 d. Each area conference shall make its own determinations as to membership of
240 congregations, taking into account the common vision, commitments, and
241 membership guidelines of Mennonite Church USA.
242
- 243 e. Each area conference will develop and utilize experienced leadership to help attain
244 continuity in relationships with congregations and the denomination.
245
- 246 f. Each area conference shall assume its share of the responsibility for promotion and
247 support of the Mennonite Church USA resolutions and programs of service.
248 Congregations and area conferences should provide adequate funding and support
249 for the agencies they have founded and sponsored as part of their mission, including
250 those agencies which are jointly founded or sponsored with other church bodies.
251

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

- 1) The principle of mutual servanthood and accountability in giving and receiving counsel shall characterize all intercongregational relationships, whether in area conferences or in the Delegate Assembly.
- 2) The area conferences, Delegate Assembly, churchwide boards and agencies, all of which exist to serve the congregations, shall be guided by and accountable to the congregations which they serve. The congregations in turn shall seek the wisdom, direction, gifts and resources that come in mutual servanthood and accountability through these relationships. Channels shall be maintained for consultation and communication of concerns between congregations, area conferences, and churchwide agencies.
- 3) In the event of unresolved conflict between area conferences, the area conferences involved may work with the Mennonite Church USA Executive Board, which shall determine procedures to be followed in resolving such dispute.

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

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

6. Abuse Prevention and Response: All area conferences of Mennonite Church USA will utilize the current version of the Prevention and Accountability Resource, as approved by the MC USA Executive Board, in consultation with the area conference ministers, as the guidelines for pastoral ethics, abuse prevention and abuse response for all leaders credentialed by the Area Conference. This includes, but is not limited to, meeting the education and training requirements of the resource and providing adequate staff (paid or volunteer) and financial support to accomplish the required functions of the conference listed in the resource.

ARTICLE V

DELEGATE ASSEMBLY

301 1. A Delegate Assembly shall be constituted as a denominational body representative of
302 the constituency through area conference and congregational delegations. The Delegate Assembly,
303 as a representative of the church, shall function in the following ways:
304

- 305 a. Provide opportunity to assemble for worship, fellowship, prophecy, acquaintance,
306 and understanding, and to deepen Christian commitment.
307
- 308 b. Discuss and decide major issues of policy for the national conference and discern the
309 voice and the Spirit in the midst of the Delegate Assembly.
310
- 311 c. Provide opportunity to speak to the establishment of general policies and the
312 development of programs to carry out those policies.
313
- 314 d. Receive reports from the Executive Board, its committees, program boards, and
315 councils. Reports shall be presented in writing and shall include financial accounting.
316
- 317 e. Review current programs and act on program priorities as presented by the
318 Executive Board.
319
- 320 f. Elect the following:
321
 - 322 1) Moderator, if the position is vacant, and a Moderator Elect.
 - 323
 - 324 2) Half of the members of the Leadership Discernment Committee as
325 nominated by the Constituency Leaders Council.
 - 326
 - 327 3) Other members of program agency boards and committees as needed
328 under the organizational structure of the same.
329
 - 330 4) Executive Board members to fill new terms and vacancies.
 - 331

332 2. The membership of the Delegate Assembly shall be chosen as follows:
333

- 334 a. Each congregation of the Mennonite Church USA is eligible to send one (1) delegate
335 for each one hundred (100) congregational members, or fraction thereof. Also,
336 congregations may send an additional youth delegate (ages 16-21).
337
- 338 b. Each area conference of the Mennonite Church USA is eligible to send one (1)
339 delegate for each one thousand (1,000) area conference members, or fraction
340 thereof. Also, conferences may send an additional two youth delegates (ages 16-21).
341
- 342 c. Each Racial/Ethnic group which has been officially recognized by the Executive
343 Board, may send three (3) delegates plus one (1) delegate for each one thousand
344 (1,000) members of such recognized Racial/Ethnic group. Also, Racial/Ethnic groups
345 may send an additional two youth delegates (ages 16-21).
346
- 347 d. Each member of the Executive Board is automatically a delegate.
348
- 349 e. Each Executive Board or Delegate Assembly appointee to a program agency board is
350 automatically a delegate.
351

- 352 f. Subject to the limitations contained herein, each appointing body shall itself
353 determine the criteria and term of its delegate(s), by what method its delegates are
354 selected and whether and how it wishes to achieve continuity through its delegates.
355 Each area conference delegate to the Delegate Assembly shall be a member of a
356 congregation in that area conference. All delegates shall be members of
357 congregations which are members (through area conferences) of Mennonite Church
358 USA.
359
- 360 g. Member area conferences shall be responsible to notify the denominational offices
361 of the identity of area conference delegates.
362
- 363 3. Officers. The officers of the Delegate Assembly and their duties shall be:
364
- 365 a. The Moderator shall preside at all sessions of the Delegate Assembly and shall give
366 leadership to the interests and spiritual welfare of the Delegate Assembly and serve
367 as its official representative. The term of office shall be two (2) years.
368
- 369 b. A Moderator Elect shall be elected every two (2) years and after serving a two-year
370 term shall succeed to the office of Moderator for a two-year term. At the request of
371 the Moderator, or in case of the absence or disability of the Moderator, the
372 Moderator Elect shall exercise all rights and duties of the Moderator.
373
- 374 c. The term of office of the Moderator and Moderator Elect begin with the close of the
375 biennial meeting of the Delegate Assembly.
376
- 377 4. Meetings.
378
- 379 a. The Delegate Assembly shall meet every two (2) years in regular session.
380
- 381 b. The time and place of meetings shall be determined by the Executive Board, with
382 consideration given to any invitation of an area conference, congregation, or a group
383 of congregations.
384
- 385 c. Special sessions of the Delegate Assembly may be called by the Moderator or
386 Moderator Elect with the consent of the Executive Board.
387
- 388 d. In the case of a special meeting, written notice of the special meeting (which will
389 include the time, date, and place), and the purpose for the meeting, along with the
390 proposed action to be taken, shall be submitted to area conferences and to member
391 congregations at least ninety (90) days in advance of the date of the meeting. Area
392 conferences shall keep the Executive Board notified of congregational members and
393 any changes thereof.
394
- 395 e. Both regular and special meetings of the Delegate Assembly may be held remotely
396 by electronic means whereby all members participating may simultaneously hear
397 each other during the meeting or as otherwise required by Indiana law.
398
- 399 5. Decision Making.
400
- 401 a. Normally floor privileges are granted first to all delegates, Delegate Assembly
committee members, and members of the program boards and committees. Floor

privileges will be extended to others during a discussion at the Moderator's discretion.

- b. Each Assembly delegate shall be eligible to cast one vote. There is no provision for proxy voting.
- c. A majority of votes cast shall determine any matter, except when the Assembly agrees otherwise or when otherwise provided in these Bylaws.
- d. A quorum for conducting official business of the Assembly shall be those delegates to the Assembly who appear for any duly called meeting.

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

a. Leadership Discernment Committee.

- 1) Duties. It shall be the responsibility of the Leadership Discernment Committee to prepare slates of nominees for the boards of churchwide program agencies and the Executive Board.
- 2) Membership. The committee shall consist of up to eight members, subject to the criteria identified in section 4 below, half of whom are appointed by the Executive Board and half of whom are nominated by the Constituency Leaders Council and elected by the Delegate Assembly.
 - a) Executive Board appointees may serve one four-year term, with possible reappointment.
 - b) Delegate Assembly electees are eligible for re-election for one additional four-year term.
 - c) Individuals appointed by either the Constituency Leaders Council or the Executive Board to complete unexpired terms are eligible for one additional term.
 - d) The Executive Board shall appoint the Chair of the committee from among the Leadership Discernment Committee members.
- 3) Procedure. The committee shall be responsible for the following in carrying out its duties:
 - a) To exercise judgment in choosing nominees whose spiritual qualifications, experience, and competence fit them for the position for which they are being named.
 - b) To assure that the slates provide broad representation of the life and composition of the Mennonite Church USA.
 - c) To make available a description of each nominee's experience, background, training, and present involvement so that the Assembly is adequately informed and acquainted with all nominees.

- d) To secure from each nominee a commitment to take the assignment seriously, if elected.
 - e) To emphasize the finding of new leaders, with careful attention to broadening participation in church leadership.
 - f) To develop appropriate lists of potential nominees by soliciting from each area conference and associate group a full slate of suggestions. Suggestions shall also be sought and welcomed from the churchwide program agencies, committees, and constituency.
- 4) In developing nominees for elected and appointed positions, the committee shall operate on the following assumptions to the extent reasonably attainable and appropriate in their judgment:
- a) 50/50 women to men ratio;
 - b) 30/70 BIPOC to White.

ARTICLE VI

EXECUTIVE BOARD

1. Executive Board. An Executive Board shall be organized to give leadership and to act on behalf of the denomination when the Delegate Assembly is not in session. Executive Board members, with accountability to their appointing/electing bodies, are not expected to be representatives of specific constituencies, but are to act in the best interests of Mennonite Church USA as a whole. The Executive Board shall function as follows:

- a. Serve as the Board of Directors of Mennonite Church USA, as chartered by the State of Indiana, and exercise full legal responsibility for Mennonite Church USA.
- b. Provide leadership and spiritual oversight in articulating the vision of Mennonite Church USA.
- c. Review for coordination purposes the activities of the churchwide program agencies, entities, and committees, including program priorities, annual budgets, fundraising procedures, and major innovations and modifications of church programs.
- d. Ensure a safety net for small area conferences.
- e. Maintain and promote communication channels between and with area conferences, congregations, and other denominations.
- f. Ensure that anti-racist and culturally competent principles are practiced throughout church structures and programs.
- g. Give leadership to coordinate the generation and allocation of resources for programs and activities of the church.

- 503 h. Foster partnerships with Mennonite Church Canada, other Mennonites worldwide,
504 and with other denominations.
505
506 i. Receive counsel from the Constituency Leaders Council.
507
508 j. Report biennially to the Delegate Assembly the status of current program priorities
509 and budgets. Present to the Delegate Assembly program projections for counsel,
510 direction, and acceptance.
511
512 k. Provide leadership in carrying out the policies and programs authorized by the
513 Delegate Assembly.
514
515 l. Appoint members to the churchwide program agencies and committees as provided
516 by the Bylaws; appoint members to standing and ad hoc committees as needed and
517 as provided in the Bylaws; appoint the Executive Director.
518
519 m. Approve the appointment, reappointment, or dismissal of the chief executive officer
520 of each churchwide agency, program, board and committee.
521
- 522 2. Membership. The membership of the Executive Board shall be comprised of up to
523 twenty-one (21) people selected as follows:
524
- 525 a. Two members shall be the Moderator and Moderator Elect. One seat shall be
526 reserved for the immediate past moderator, who may serve for a period of two
527 years, subject to mutual agreement with the Executive Board. The Executive Board
528 appoints up to four (4) additional members. The four recognized Racial/Ethnic
529 groups—African American Mennonite Association (AAMA), Iglesia Menonita
530 Hispana (IMH), Native Mennonite Ministries (NMM), and the network of Asian
531 Mennonite Church USA congregations shall each appoint one member. The
532 remaining members shall be elected/affirmed by the Delegate Assembly from a slate
533 developed by the Leadership Discernment Committee. At least five (5) of the
534 Executive Board seats shall be filled by persons from Racial/Ethnic groups including
535 the four (4) of whom will be appointed by the four recognized Racial/Ethnic groups
536 named above. Specific skills, age, gender and geographic representation should be
537 considered in the Executive Board member nomination and appointment process.
538 The Leadership Discernment Committee shall take responsibility for coordinating
539 these various requirements and sources such that an appropriate slate is presented
540 to the Delegate Assembly for approval for election/affirmation.
541
- 542 b. Except for the Moderator and Moderator Elect and immediate past Moderator,
543 whose terms are controlled by the terms governing their office, the term of office
544 for other Executive Board members shall be four (4) years, with possible
545 reappointment for one (1) additional term. Individuals appointed to complete
546 unexpired terms are eligible for one additional full term. The Executive Board shall
547 arrange that half of those members elected/affirmed are so selected in each
548 biennium. Members shall serve a maximum of two (2) full consecutive terms. The
549 terms of membership on the Executive Board shall begin with the first meeting
550 following the close of the biennial meeting of the Delegate Assembly.
551
- 552 c. All Executive Board members shall be members in good standing of a member
553 congregation of the Mennonite Church USA.

554
555 3. Meetings.
556

- 557 a. Regular meetings of the Board shall be held at least three times a year and/or at
558 such times as determined by the Board.
559
560 b. Special meetings of the Board may be called by the Moderator on five (5) days notice
561 to each member, either personally by mail, or by E-mail, utilizing in each case the
562 last address of the board member registered with the Executive Board. Special
563 meetings shall be called by the Moderator or Executive Director in like manner and
564 on like notice on the written request of a majority of the members of the Executive
565 Board.
566
567 c. A majority of the members of the Board shall be necessary to constitute a quorum
568 for the transaction of business.
569
570 d. A majority vote or a declared consensus of the members present at a meeting of
571 which a quorum is present shall be required to transact official business.
572
573 e. Voting by proxy shall not be permitted.
574

575 4. Action Without Meeting. Any action required or permitted to be taken at any meeting
576 of the Executive Board may be taken without a meeting if prior to such action a written consent
577 (which may be by electronic means) to such action is agreed upon by all members of the Executive
578 Board and such written consent is filed with the minutes of the proceedings of the Executive Board.
579 To the extent permitted by law, a written consent shall be deemed to exist when the E-mail address
580 from which the affirmative response is E-mailed corresponds to the address registered for the
581 Board member who is making the response. Written copies of such E-mail responses shall be filed
582 with the minutes of the proceedings of the Executive Board.
583

584 5. Conference Call Meetings. Any or all of the members of the Executive Board may
585 participate in a meeting of the Executive Board by means of a conference telephone or similar
586 communications equipment by which all persons participating in the meeting can communicate
587 with each other. Such participation in this matter constitutes presence in person at the meeting.
588

589 6. Appointments. The Executive Board is responsible for the following appointments:
590

- 591 a. The Executive Director.
592
593 b. Board members for the various program agencies as identified in Article X.
594
595 c. Half of the Leadership Discernment Committee.
596
597 d. Additional appointments as needed from time to time to provide for various
598 projects, committees, offices, and boards to carry out the work of Mennonite Church
599 USA.
600
601 e. Any vacancy in positions elected by the Delegate Assembly for the interim until the
602 normal expiration of the term so filled. Such interim appointments are then eligible
603 for service for one additional term at the will of the delegates.

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

ARTICLE VII

EXECUTIVE COMMITTEE

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

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

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

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

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

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

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

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

658 9. Joint Executive Committee. The Executive Committee shall join with the Executive
659 Committee of Mennonite Church Canada General Board to form a joint executive committee,
660 meeting at least annually to foster relationships between Mennonite Church USA and Mennonite
661 Church Canada and to oversee binational partnership programs.
662
663
664

665 **ARTICLE VIII**

666 **OFFICERS AND COMMITTEES**

667
668 1. Officers of Mennonite Church USA. The officers of Mennonite Church USA shall consist
670 of a Moderator, Moderator Elect, Secretary, Treasurer, and the Executive Director, and such other
671 officers as the Executive Board may designate.

672
673 a. The Moderator shall serve as the Chairperson of the Executive Board and shall
674 preside at all meetings of the Executive Board and of the Delegate Assembly.

675
676 b. The Moderator Elect shall serve as the Vice Chairperson and shall serve in the
677 Moderator's place on request or in the absence or disability of the Moderator and
678 shall also serve as the chair of the Constituency Leaders Council.

679
680 c. The Secretary and Treasurer shall be selected biennially by the Executive Board.
681 Their duties shall include those duties provided in these Bylaws, those duties which
682 usually pertain to said respective officers, and those duties which are specifically
683 assigned by the Executive Board from time to time. Any duties specifically assigned
684 by the Executive Board are subject to limitations imposed by the Executive Board.
685 Unless otherwise determined by the Executive Board, the Secretary's duties shall
686 include recording the minutes of the Delegate Assembly, the Executive Board, and
687 the Executive Committee. The Secretary and Treasurer may be removed by the
688 Executive Board at any time, with or without cause. Unless otherwise provided
689 herein, the Secretary and Treasurer will serve for a term of two (2) years and until
690 their successors are elected and shall qualify, unless removed earlier by the
691 Executive Board. In the case of any vacancy in the office of Secretary or Treasurer,
692 the vacancy shall be filled by the Executive Board unless otherwise provided in these
693 Bylaws. No two offices shall be held by the same person at the same time.

694
695 2. Executive Director.

696
697 a. The Executive Board shall select and employ an Executive Director as a primary
698 administrative officer who shall be its principal agent in the management of
699 Mennonite Church USA. The Executive Director shall have such qualifications and
700 such general and specific duties as the Executive Board shall assign to the Executive
701 Director from time to time.

702
703 b. The Executive Director shall conduct the administrative affairs of the Executive
704 Board, serve as an officer, and supervise employees of Mennonite Church USA. The
705 Executive Director shall provide oversight for the various offices of the Executive
706 Board which may be established from time to time to carry out the work of
707 Mennonite Church USA.

708
709 c. The Executive Director may give notice of any meeting, either of the Delegate
710 Assembly or the Board, when called in accordance with the provisions of these
711 Bylaws and shall also perform such duties as are customary incident to the office of
712 chief administrative officer and such other duties as shall be directed by the
713 Executive Board.

715 3. Associate Executive Directors. The Executive Director may appoint Associate Executive
716 Directors. Such Associate Executive Directors, if any, shall perform in the order established by the
717 Executive Board, the duties of the Executive Director in the case of death, absence, or inability of
718 the Executive Director to act for any cause. The Associate Executive Directors shall further carry out
719 those duties and responsibilities specifically assigned to them by the Executive Board and/or the
720 Executive Director.

721
722 4. Administrative Assistance. Administrative duties consistent with responsibilities of the
723 office may be delegated by the Secretary and the Treasurer to the Executive Director or to various
724 personnel hired by Mennonite Church USA.

725
726 5. Committees. In addition to the Executive Committee, and the Leadership Discernment
727 Committee, the Executive Board may from time to time appoint such standing and special
728 committees as may be necessary and advisable to carry out the work of Mennonite Church USA.

729
730 6. Signature of Documents. For legal purposes, either the Moderator or the Executive
731 Director of Mennonite Church USA, or any other officer or person so authorized by the Executive
732 Board, may sign documents requiring an official signature on behalf of Mennonite Church USA.

733 734 735 **ARTICLE IX**

736 737 **CONSTITUENCY LEADERS COUNCIL**

738
739 1. Constituency Leaders Council. A Constituency Leaders Council shall be organized to
740 serve the Mennonite Church USA as follows:

- 741
- 742 a. Serve as a council of denominational “elders,” discerning and advising the Executive
743 Board, the Delegate Assembly, and the Mennonite Church USA on issues confronting
744 each of them relative to faith and life.
 - 745
 - 746 b. Engage and promote dialogue between area conferences, recognized constituency
747 groups, and program agencies.
 - 748
 - 749 c. Voice collective aspirations and concerns to denominational leadership.
 - 750
 - 751 d. Provide opportunity for communication between and among program leaders.
 - 752
 - 753 e. Provide counsel to the Executive Board on the admission to or termination of an
754 area conference member of Mennonite Church USA.
 - 755

756 2. Membership. The membership of the Constituency Leaders Council shall be comprised
757 as follows:

- 758
- 759 a. Up to three (3) representatives appointed by each area conference. Where possible
760 one of these representatives should be an area conference minister.
761 Representatives should be selected to encourage gender/age/Racial/Ethnic balance.
 - 762
 - 763 b. Two (2) representatives appointed by each of the recognized constituency groups of
764 Mennonite Church USA, as determined by the Executive Board from time to time.
 - 765

- 766 c. Each designee by an area conference or associate group shall continue in such role
767 at the pleasure of the appointing body.
768
- 769 d. All designees to the Constituency Leaders Council shall be members in good standing
770 of a member congregation of Mennonite Church USA.
771
- 772 e. The Executive Board may, in its discretion, identify new constituency groups and
773 determine the number of representatives therefrom to the Constituency Leaders
774 Council.
775
- 776 3. Staff and Leadership.
777
- 778 a. The Moderator Elect of the Mennonite Church USA shall preside at all meetings of
779 the Constituency Leaders Council; provided, that if the Moderator Elect is
780 unavailable then the leadership shall be provided by such other person as the
781 Constituency Leaders Council may determine from time to time.
782
- 783 b. The Chief Administrative Officer shall be the Executive Director, or designee of the
784 same. The Executive Director shall further see that such additional staff as is required
785 by the Constituency Leaders Council is made available to it. Other persons or entities
786 may be invited in accordance with guidelines established by the leadership of the
787 Constituency Leaders Council.
788
- 789 4. Meetings.
790
- 791 a. Regular meetings of the Constituency Leaders Council shall be held at least once a
792 year and/or at such other times as determined by the Constituency Leaders Council.
793
- 794 b. Constituency Leaders Council meetings may take place in any physical location or
795 remotely via telephone or other remote communications equipment. The official
796 meeting location will be designated by the Executive Director, or designee of the
797 same.
798
- 799 c. The Constituency Leaders Council may be called for regular meetings by the
800 Moderator Elect on thirty (30) days notice to each member, either personally by U.S.
801 mail or electronic mail. Addresses for notice shall be those last on file with the
802 Executive Director. Special meetings may be called by the Moderator Elect or
803 Executive Director in a like manner on like notice, and also by written request of a
804 majority of the members of the Constituency Leaders Council.
805

806 ARTICLE X

807 CHURCHWIDE PROGRAM AGENCIES AND OTHER PARTNERING ENTITIES

808 Various churchwide program agencies and other designated entities shall assist the
809 Executive Board in providing leadership and resources for carrying out the purposes of Mennonite
810 Church USA. As of the effective date of these Bylaws, the churchwide program agencies of
811 Mennonite Church USA are as identified in this article.
812
813
814

815 1. Role. The task of the churchwide program agencies and other designated partnering
816 entities is to arrange for the delivery of programs and services that carry out specific churchwide
817 goals. They cooperate and network with other parts of the church around common goals.
818

819 2. Governance. Churchwide program agencies and other designated churchwide programs
820 may establish separate governing boards, and such governing boards shall be accountable to the
821 Executive Board of Mennonite Church USA.
822

823 a. Accountability. Board members, with accountability to their appointing/electing
824 bodies, are not expected to be representatives of specific constituencies, but are to
825 act in the best interests of Mennonite Church USA as a whole.
826

827 b. Collaboration and Coordination. To facilitate communication and collaboration, the
828 agency chairpersons and the agency executive directors meet as necessary in a
829 Governance Council, chaired by the Moderator, with the Executive Director of
830 Mennonite Church USA, to coordinate their work under the leadership of the
831 Executive Board.
832

833 3. Churchwide Agencies and Programming.
834

835 a. Mennonite Publishing Agency. There shall be a Mennonite Publishing Agency,
836 known as MennoMedia, responsible to both the Executive Board of Mennonite
837 Church USA and the Joint Council of Mennonite Church Canada through the
838 combined Executive Committees of those two bodies. Its purpose is to publish
839 resources for living the faith from an Anabaptist perspective.
840

841
842 b. Mennonite Mission Agency. There shall be a Mennonite Mission Agency, known as
843 Mennonite Mission Network, responsible to the Executive Board. It shall seek to
844 lead, mobilize, and resource Mennonite Church USA to participate in holistic witness
845 to Jesus Christ, so that every congregation and all parts of the church will be fully
846 engaged in God's mission, reaching from across the street to around the world. In
847 order to accomplish this purpose, the mission agency will:
848

849 1) engage in U.S. and international ministries that show a holistic, Anabaptist
850 approach to mission;
851

852 2) provide vision, skills, and resources for cultivating and starting missional
853 congregations;
854

855 3) call, train, and mobilize leadership for mission;
856

857 4) offer motivation, inspiration, information, theological reflection, and
858 formation for mission; and generate and distribute financial resources for
859 mission.
860

861
862 c. Mennonite & Anabaptist Education Programming. The Executive Board or its
863 designated ministry partners shall develop programming to:
864

865 1) Develop and maintain the vision and mission for the short-term and the
long-term interests of Anabaptist-Mennonite education.

- 866
- 867 2) Advocate for the vision and mission of Anabaptist-Mennonite education in
- 868 church and school.
- 869
- 870 3) Encourage schools to collaborate in ways that ensure the common good of
- 871 Mennonite education.
- 872
- 873 4) Facilitate cooperation, collaboration, and coordination among Mennonite
- 874 Church USA, its affiliated education institutions, and between these
- 875 institutions and other MC USA programs.
- 876
- 877 5) Establish and maintain accountability and support relationships between
- 878 the schools and Mennonite Church USA.
- 879
- 880 d. Mennonite Church USA Stewardship Programming. The Executive Board or its
- 881 designated ministry partners shall develop programming to lead members of
- 882 Mennonite Church USA toward greater practice of biblical principles of holistic
- 883 stewardship. The Executive Board or its designated ministry partners carry out this
- 884 responsibility by providing programs to assist members in the stewardship of
- 885 money, health, time, and talents. These will include various educational services,
- 886 insurance, financial, and charitable programs, and additional stewardship and
- 887 mutual aid programs and services to be developed in the future.
- 888
- 889 e. Health and Human Services Programming. The Executive Board or its designated
- 890 ministry partners shall develop programming:
- 891 1) to promote the potential of a Christian community for healing, within
- 892 Mennonite Church USA and the communities it serves;
- 893
- 894 2) to carry out the biblical injunction to enable people toward health,
- 895 wholeness, and hope; and
- 896
- 897 3) to foster new opportunities of service in the arena of Anabaptist health
- 898 care and human service institutions and programs.
- 899
- 900 4. Establishment or termination of Churchwide Program Agencies. Churchwide program
- 901 agencies may be established or terminated as the Executive Board determines from time
- 902 to time and on such terms and conditions as the Executive Board determines, with the
- 903 counsel and advice of the Delegate Assembly.
- 904
- 905 5. Requirements for Board Membership.
- 906
- 907 a. Common requirements for the board of directors of each churchwide program
- 908 agency or appointments to other designated entity include:
- 909 1) Issues of balance (gender, Racial/Ethnic, expertise) will be respected to the
- 910 extent feasible in the composition of each board.
- 911
- 912 2) Each board member shall be elected or appointed for a term of four years
- 913 and may serve a maximum of three full consecutive terms. Approximately

- 914 half of the elected members and half of the appointed members shall be
915 chosen every two years.
- 916
- 917 3) All board members shall be members in good standing of a member
918 congregation of Mennonite Church USA except in cases where board
919 members represent other participating denominations named in bylaws.
920
- 921 b. The size and selection of the board of the Mennonite Publishing Agency
922 (MennoMedia) shall be as follows:
- 923 1) The size of the board shall be between six and eleven members. Expansion
924 in the number of members subsequently will be by action of the board of
925 the Agency.
- 926
- 927 2) Two or three members shall be elected by the Mennonite Church USA
928 Delegate Assembly.
- 929
- 930 3) Two members shall be appointed by the Executive Board of Mennonite
931 Church USA or its designee.
- 932
- 933 4) Two or three members shall be appointed by the Joint Council of
934 Mennonite Church Canada, or its designee.
- 935
- 936 5) All of the above appointments shall be made after consultation with the
937 board of directors and the executive officer of the Mennonite Publishing
938 Agency.
- 939
- 940 6) Up to three additional members may be selected by the members of the
941 board of the Mennonite Publishing Agency, subject to confirmation by the
942 Executive Board of Mennonite Church USA, or its designee (for persons
943 from MC USA) or by the Joint Council of Mennonite Church Canada, or its
944 designee (for persons from MC Canada).
- 945
- 946
- 947 c. The size and selection of the board of the Mennonite Mission Agency (Mennonite
948 Mission Network) shall be as follows:
- 949 1) The size of the board shall be between thirteen and fifteen members.
950 Expansion in the number of members subsequently will be by action of the
951 board of the Agency.
- 952
- 953 2) Seven members shall be elected by the Delegate Assembly.
- 954
- 955 3) Six members shall be appointed by the Executive Board after consultation
956 with the board of directors and the executive officer of the Mission Agency.
- 957 4) Up to two additional members may be selected by the elected and
958 appointed members of the Mennonite Mission Agency, subject to
959 confirmation by the Executive Board.
- 960
- 961 d. The size and selection of the board of MEA (formerly the Mennonite Education
962 Agency) shall be as follows:
- 963 1) The size of the board shall be not less than five directors.
- 964
- 965 2) Two members shall be appointed by the Executive Board.

966
967 3.) Additional appointments shall be made in accordance with the bylaws of MEA.
968

969 The memberships of the boards of such other churchwide program agencies or other program
970 entities as the Executive Board may authorize or create shall be determined by the Executive Board
971 from time to time.
972

973 6. Procedures.
974

- 975 a. The boards of churchwide program agencies may be incorporated, unless otherwise
976 approved by the Executive Board. Incorporated boards shall operate under their
977 own articles and bylaws, subject to the qualifications set forth in this article. All
978 articles and bylaws, including amendments, are subject to approval by the Executive
979 Board.
980
- 981 b. Each board shall meet regularly as a committee of the whole.
982
- 983 c. Each board shall employ an executive officer subject to policies approved by the
984 Executive Board. Further, any such executive officer shall be approved by the
985 Executive Board before being so appointed and may be removed by the board at any
986 time, with or without cause, upon the recommendation or approval of the Executive
987 Board.
988
- 989 d. Each board shall elect in addition to the executive officer appropriate officers in line
990 with its bylaws, where the same exist. Any such additional officers are subject to
991 removal, with or without cause, by the board. However, the Chairperson may be
992 removed, with or without cause, by the Executive Board.
993
- 994 e. Any board member appointed or elected by the Executive Board or the Delegate
995 Assembly may be removed, with or without cause, by the Executive Board. Any
996 board member selected by the elected and appointed members of the board and
997 confirmed by the Executive Board, may be removed, with or without cause, by the
998 board, upon the approval of the Executive Board.
999
- 1000 f. Each board shall establish and supervise such committees, commissions, task forces,
1001 and departmental subdivisions as deemed necessary for the effective and efficient
1002 administration of its functions and programs.
1003
- 1004 g. Unincorporated boards shall operate in accordance with directives and charters as
1005 approved by the Executive Board and which may be amended from time to time by
1006 the unincorporated program agency, subject to approval by the Executive Board.
1007

1008 7. Establishment or termination of Churchwide Program Entities.
1009

- 1010 a. Churchwide program entities may be established or terminated as the Executive
1011 Board determines from time to time and on such terms and conditions as the
1012 Executive Board determines, and as agreed to in signed agreements between
1013 Mennonite Church USA and the program entity to respond to the immediate needs
1014 of the members of Mennonite Church USA.
1015
- 1016 b. A list of partnering entities shall be determined biennially by the Executive Board,
1017 and a list of those entities shall be made available via Mennonite Church USA official

1018 channels such as websites, electronic mailing lists, or Executive Board reports to the
1019 Delegate Assembly.
1020

1021 **ARTICLE XI**

1022
1023 **AMENDMENTS**

1024
1025 1. These Bylaws may be amended by a two-thirds majority vote of delegates voting at any
1026 regular or special session of the Delegate Assembly, upon prior recommendation by a two-thirds
1027 vote of the Executive Board, provided a notice setting forth the substance of such amendment has
1028 been given in writing to all delegates two months in advance.
1029

1030 2. These Bylaws may be amended at any regular session of the Delegate Assembly without
1031 prior notice by unanimous vote of delegates present.
1032

1033 3. The Secretary may correct the Bylaws for non-substantive errors in the Bylaws, such as
1034 errors in spelling, grammar, name changes, or numbering without amendment. These changes are
1035 subject to approval of the Executive Board of Mennonite Church USA. Changes that do not
1036 materially affect how the Bylaws operate will be considered as non-substantive.
1037

Approved by Nashville Delegates July 2001
Revised by Atlanta Delegates July 2003
Revised by Charlotte Delegates July 2005
Revised by Phoenix Delegates July 2013
Revised by Kansas City Delegates July 2019
Revised by Virtual Delegate Assembly July 10, 2021
Revised by Kansas City Delegates 2023
Revised by Greensboro Delegates 2025