

Lutheran Outdoor Ministries

Proposed 2026 Bylaws Amendments

Redline Comparison to the 2016 Bylaws

Review Copy for the LOM Board and Network

How to read this redline

~~Deleted text~~ = language in the 2016 Bylaws proposed for deletion.

Added text = language added in the proposed 2026 Bylaws.

Unchanged text = language retained from the 2016 Bylaws.

Review note: This is a comparison document only. The proposed 2026 Bylaws are the text presented for consideration and vote. This redline shows substantive textual changes between the 2016 Bylaws and the proposed 2026 Bylaws. Running headers and footers, page numbers, and purely visual formatting differences are not shown as amendments.

September 2026

Lutheran Outdoor Ministries ~~BYLAWS~~Bylaws

This instrument constitutes the ~~Bylaws~~bylaws of Lutheran Outdoor Ministries, adopted for the purpose of regulating and managing the internal affairs of the corporation.

Article I ~~–~~ - Name and Seal

Section 1.1 - Name

The name of the organization shall be "Lutheran Outdoor Ministries," (LOM) a ~~non-profit~~non profit corporation.

Section 1.2 - Seal

This corporation shall not have a seal.

Article II - Purpose

Section 2.1 ~~–~~ - Purpose

~~The specific purposes of Lutheran Outdoor Ministries are to deepen the faith of people, nurture congregational life, and lift up leaders for Christian service by strengthening outdoor ministry partnerships for bolder witness to a changing world through Christ-centered community experiences.~~

Lutheran Outdoor Ministries encourages, educates, equips, and empowers bold and faithful outdoor ministry leaders for service in the Church and the world.

Article III ~~–~~ - Membership~~— as Amended November 2016~~

Section 3.1 - Organizational Membership

~~Organizational membership in the corporation shall consist of all outdoor ministry organizations affiliated with the ELCA.~~

Organizational members shall consist of outdoor ministry organizations, with a majority of Organizational Members affiliated with the ELCA.

Section 3.2 - Individual Membership

~~All year-round salaried/hourly staff serving member Organizations and the members of the boards governing of such organizations are Individual Members of LOM with voice and vote. Individual Members may also be people who identify with the vision and mission of Lutheran Outdoor Ministries, provide support for its ministry through an annual membership fee or contribution as described in the Policies & Procedures Manual Individual Members have voice and vote in the affairs of the corporation and participate in decision-making through the methods outlined in these Bylaws.~~

All year-round salaried or hourly staff serving member organizations, and members of the boards governing those organizations, are Individual Members of LOM with voice. Individual Members may also include persons who identify with the vision and mission of Lutheran Outdoor Ministries and support its ministry through an annual membership fee or contribution, as described in the Policies & Procedures Manual. Individual Members shall have voice in the affairs of the corporation and may participate in its life and decision making as outlined in these bylaws. Each member organization shall designate up to three (3) voting delegates annually. These delegates shall be Individual Members and shall have voice and vote in the affairs of the corporation. Voting delegates may participate and vote in person or through approved remote means, in accordance with procedures established by the Board of Directors.

Section 3.3 - Associate Membership

There are two classes of Associate ~~members~~Members: Ministry Partners and Business Members. Associate membership in the corporation shall consist of any organization or business ~~who/~~which identifies with the vision and mission of Lutheran Outdoor Ministries, provides support for its ministry through annual membership fees as described in the Policies & Procedures Manual (PPM) and participates in the program opportunities of the corporation. Associate Members have voice without vote in the affairs of the corporation.

~~**Section 3.5 Termination of Membership**~~

Section 3.4 - Termination of Membership

The membership of any Individual or Associate Member may be terminated for failure to ~~pay~~comply with the terms of their membership ~~fees~~ or for conduct not consistent with the vision and mission of Lutheran Outdoor Ministries. The procedures for termination of membership other than non-payment of membership fees and the restoration of such membership shall be described in the ~~Policies & Procedures Manual~~PPM.

~~**Section 3.6 Place of Meetings**~~

Section 3.5 - Place of Meetings

All meetings of members of the corporation shall be held at a time, place, and ~~place~~modality determined by the Board of Directors. Such time ~~and~~, place, ad modality shall be specified in the notices or waivers of notice ~~thereof~~.

~~**Section 3.7 Annual Meeting**~~

Section 3.6 - Annual Meeting

The annual meeting of the corporation shall be held in the fall of each year for the transaction of such business as may properly come before the meeting. If, for any reason, the annual meeting of the members cannot be held in the fall, the Board of Directors shall arrange for a special annual meeting as soon as practicable ~~thereafter~~.

~~**Section 3.8 Special Meetings**~~

Section 3.7 - Special Meetings

Special meetings of the members for any purpose, unless otherwise prescribed by statute, may be called by the President, and in ~~his/her~~the President's absence ~~upon call~~, by the Vice President; or at any time upon call by a majority of the voting members of the Board of Directors.

~~**Section 3.9 Notices of Meetings**~~

Section 3.8 - Notices of Meetings

Notice of the date and place of the next annual meeting will be announced at the preceding annual meeting, with additional written notice via email, newsletter, or other electronic communication to the membership ~~more~~at ~~than~~least 90 days prior to the annual meeting. All business-related documents from the previous year's annual meeting will be posted on the LOM website 30 days prior to the forthcoming annual meeting. In case of a special meeting, written notice~~;~~ stating the time, place, ~~day~~modality, and ~~hour~~purpose of the meeting~~, and the purpose or purposes for which the meeting is called,~~ shall be delivered or mailed by the Secretary, or by the officers or directors calling the meeting to each member of the corporation at such address as appears upon the records of the corporation, at least thirty (30) days before the date of the meeting. Notice of any such meeting may be waived in writing by any member if the waiver sets forth in reasonable detail the purpose, for which the meeting is called, and time and place thereof. Attendance at any meeting shall constitute a waiver of notice of such meeting.

Section 3.9 - Participation by Electronic Communication

Voting delegates may participate in and act at any meeting of the corporation through the use of a teleconference or other synchronous communication including, but not limited to, video by means of which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance in person at the meeting of the person or persons so participating.

~~**Section 3.10 Voting at Meetings**~~

~~The voting membership of the corporation eligible to vote at the annual meeting and at special meetings of the corporation shall consist of those members present. Except where a larger portion or number is required by law or by these bylaws, an affirmative vote of a majority of the members entitled to vote at the meeting shall be sufficient to take action. Voting by proxy shall not be permitted.~~

~~**Section 3.11 Quorums**~~

Section 3.10 - Quorums

~~Those Members present and voting at a particular meeting of the corporation to which proper notice has been given shall, unless otherwise provided by law or by these bylaws, constitute a quorum for a meeting of Members.~~ A quorum shall consist of at least ten percent (10%) of the voting delegates designated and eligible to vote at the meeting, rounded up to the next whole number. Unless otherwise provided by law or these Bylaws, a quorum must be present for the transaction of business.

Section 3.11 - Non-ELCA Affiliated Membership

Any organization not officially affiliated with the ELCA may request membership directly from the Board of Directors as outlined in the Policies and Procedures Manual.

Article IV ~~–~~ - Board of Directors

Section 4.1 - General Powers and Duties

The Board of Directors shall manage the business, affairs, and property of the corporation.

Section 4.2 - Number and Election of Directors

The Board of Directors shall ~~be~~consist of twelve (12) members~~;~~ eleven (11) elected members and one (1) appointed member. Six (6) shall be elected by the voting ~~members~~delegates at the annual meeting of the corporation. Three (3) shall be elected by the governing boards of member ~~Organizations~~organizations. Two (2) shall be elected by the Board at its first meeting following the annual meeting of the corporation. One (1) shall be appointed by the ELCA churchwide organization. Directors need not be residents of the State of Minnesota.

Section 4.3 - Term

Directors shall be elected to a ~~3 year~~three-year term and take office on January 1 following their election, or immediately, if elected at a special annual meeting held after January 1. ~~Three~~At least three directors shall be elected annually to their positions. They shall hold ~~office~~their positions until their successors ~~shall~~ have been elected and qualified, or until death, resignation or removal. This is for the purpose of staggering positions so the board is unlikely to ever have more new members than returning members. All Directors, except the ELCA ex-officio member seat, may serve no more than two consecutive three-year terms.

Section 4.4 - Qualification

All members of the Board of Directors shall be members of the corporation in good standing throughout their term of office.

Section 4.5 - Resignation

Any Director may resign at any time by giving written notice to the Board of Directors, the President, or the Secretary of the corporation. Such resignation shall take effect when the notice is delivered unless the notice specifies a future date; and, unless specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 4.6 - Removal

One or more of the Directors may be removed with cause by the affirmative vote of a majority of the Directors then in office who are present and voting at a meeting of the Board of Directors at which a quorum is present. If ~~the~~a vote ~~of~~on ~~Directors~~removal is to take place at a special meeting ~~of Directors~~, written notice of the proposed removal shall be electronically delivered to all Directors no less than ~~ten~~forty-eight (~~10~~48) ~~days~~hours prior to such meeting. Any Board member who ~~misses~~has three (3) consecutive ~~meetings~~unexcused absences, unexcused, shall be ~~removed~~subject ~~from~~to a vote on removal by the Board of Directors ~~without~~after ~~vote~~notice and an opportunity to respond. After the second consecutive unexcused absence the President shall remind the board member of ~~his/her~~their board responsibilities.

Section 4.7 - Vacancies

Any vacancy occurring in the Board of Directors shall be filled by the Board of Directors at any duly held meeting of the Board of Directors. Each Director elected to fill a vacancy shall hold office for the unexpired

term of ~~his/her~~the Director's predecessor in office. A Director filling less than 18 months of an unexpired term shall be eligible for election to two additional consecutive terms.

Section 4.8 - Meetings

Regular meetings of the Board of Directors shall be held at a time and place as designated by the President, or ~~when~~in ~~absent~~the President's absence, by the Vice President. There shall be a minimum of ~~two~~four meetings per year.

Section 4.9 - Special Meetings

The Board of Directors may hold such special meetings as may be called by the President or in ~~his/her~~the President's absence by the Vice President or at the written request ~~in writing~~ of any three (3) Directors. Notice of such meeting shall be given to each director in any manner determined by the Board of Directors. ~~Conference~~Synchronous ~~call~~electronic communication meetings are permitted, including those by video.

Section 4.10 - Report of Board of Directors at Corporation's Annual Meeting

The ~~directors~~Board of Directors shall submit a ~~statement~~report of business ~~done~~conducted during the preceding year, together with a report of the general financial conditions of the corporation and of the condition of its tangible property.

Section 4.11 - Quorum

At any meeting of the Board of Directors, a majority of the ~~voting members~~Directors of the Board then eligible to vote at the meeting shall constitute a quorum.

Section 4.12 - Participation at Meetings by Electronic Communication

Directors may participate in and act at any meeting of the Board of Directors through the use of a ~~conference call~~teleconference or other ~~communications~~synchronous ~~equipment~~communication including, but not limited to, video by means of which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance in person at the meeting of the person or persons so participating.

Section 4.13 - Written Action in Lieu of Meeting

Any action required or permitted to be taken at a meeting of the Board of Directors may be taken by written and/or electronic action signed by the number of directors required to take the same action at a meeting of the Board of Directors at which all directors were present. The written action is effective when signed by the required number of directors, unless a different effective date is provided in the written action. When written action is taken by less than all of the directors, all directors shall be notified immediately of its text and effective date, except that failure to provide such notice does not invalidate the written action.

Section 4.14 - Powers of the Board

The Board of Directors shall have the power to elect the various officers whose duties are hereinafter set forth. In addition, they shall also have the power to appoint an auditor, attorney~~,~~ and appoint such other officers or assistant officers as they may need, including but not limited to an Assistant Secretary and an Assistant Treasurer, who may or may not be members of the Board of Directors, to serve at the sole discretion of the Board. The Board is authorized to develop job descriptions or scopes of work and hire such personnel or contractors as may be deemed necessary to carry on the day-to-day business of the corporation. The Board is authorized to obtain a line of credit up to ~~$50,000~~fifteen (15) percent of the prior-year expenses in order to conduct the affairs of the corporation. The property business and corporate affairs of the corporation shall be managed by its Board of Directors, and all contracts, notes, securing documents, deeds and leases shall be signed by the President and attested by the Secretary or such Assistant Secretary as may be appointed by the Board, at the Board's discretion. The powers enumerated herein shall not be construed to limit other powers given the Board of Directors by any section of these Bylaws, the Articles of Incorporation or the laws of the State of Minnesota.

Article V – Officers

Section 5.1 - Designation, Election and Term of Officers

The officers of the corporation shall consist of a President, a Vice-President, a Secretary and a Treasurer, and such other officers and assistant officers as the Board of Directors may authorize. The officers shall be elected by the Board of Directors immediately following the Annual Meeting, to hold office for one year and until their successors have been duly elected and qualified, or until their death, resignation or removal. Officers may serve consecutive terms upon annual election. Only voting directors are eligible to be elected as officers.

Section 5.2 - President

The President shall preside at all meetings of the Board of Directors and and, in general, perform all duties incident to the office of President and such other duties as may be assigned to ~~him/her~~the President from time to time by the Board of Directors.

Section 5.3 - Vice-President

The Vice-President shall have all the powers and perform all the duties of the President in the absence or incapacity of the President. ~~He/she~~The Vice President shall perform such other duties as may be assigned to ~~him/her~~the Vice President from time to time by the Board of Directors or in the Policies & Procedures Manual of the corporation.

Section 5.4 - Secretary

~~The Secretary shall be charged with the duty of issuing notice of all corporate meetings and board meetings and shall attend and keep minutes of the same; he/she shall have charge of all corporate books, records, and papers; he/she shall attest with his/her signature all written contracts of the corporation, and he/she shall perform all such other duties as are incidental to his/her office.~~

'The Secretary shall issue notices of corporate and Board meetings, attend and keep minutes of those meetings, and oversee all permanent records, papers, and digital assets.

Section 5.5 - Treasurer

The Treasurer shall ~~conduct~~oversee all financial transactions of the corporation. ~~He/she~~The Treasurer shall provide reports of the financial status of the corporation, recommendations with regard to income received and expenditures made, and the outcome of an annual review or audit.

Section 5.6 - Resignation

Any Officer may resign at any time by giving written notice to the Board of Directors, the President, or the Secretary of the corporation. Such resignation shall take effect when the notice is delivered unless the notice specifies a future date; and, unless specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5.7 - Removal

One or more of the Officers may be removed with ~~good~~ cause by the affirmative vote of a majority of the Directors then in office present and voting at a meeting of the Board of Directors at which a quorum is present.

Section 5.8 - Vacancies

Any vacancy ~~of~~in any office ~~because~~caused ~~of~~by death, resignation, removal, disqualification, or any other cause~~,~~ shall be filled by the Board of Directors at a regular or special meeting called for such purpose.

Article VI – Committees and Task Forces

Section 6.1 - Executive Committee

The ~~four~~President, ~~officers~~Vice President, Secretary, and Treasurer of the Board of Directors constitute the Executive Committee. The Executive Committee shall have the powers to act on behalf of the Board to the extent such powers are specifically designated to it by the Board. The Executive Committee shall have the responsibility for ~~general management~~governance of the corporation between meetings. Any governance occurring between meetings is limited to powers expressly delegated by the board. Any action or minutes of the

~~Board~~meeting ~~as~~will ~~defined~~be ~~in~~shared with the ~~Policies~~full ~~&~~Board ~~Procedures~~within ~~Manual~~one business day of the executive committee meeting.

Section 6.2 - Committees

The Board of Directors, by resolution adopted by a majority of the Directors in office, may create or dissolve one or more committees and appoint ~~Chairpersons~~chairpersons and other such persons to serve on the committee or committees. Each committee shall have a minimum of one director to serve as a liaison with the Board of Directors and all committee members shall serve at the pleasure of the Board of Directors.

Section 6.3 - Committee Responsibilities

The Board of Directors will approve by charter, the specific responsibilities ~~for~~of each committee it authorizes. Such responsibilities will be listed in the Policies & Procedures Manual of this corporation.

Section 6.4 - Task Forces

From time to time, the President, in consultation with the Board of Directors, may appoint a ~~task~~Task ~~force~~Force to address a specific issue, plan particular events, or conduct special business on behalf of the corporation. A written description of the tasks to be addressed shall be provided to persons who are appointed to serve on the Task Force.

Section 6.5 - Meetings of Committees and Task Forces

Subject to action by the Board of Directors, each committee and task force by majority vote of its members shall determine the time and place of meetings and the notice required.

Section 6.6 - Written Action in Lieu of Meeting

Any action required or permitted to be taken at a meeting of a committee or task force may be taken without a meeting if a consent in writing or approved electronic mechanism, setting forth the action so taken, shall be signed or affirmed by a majority of all of the appointed members entitled to vote with respect to the subject matter thereof.

Section 6.7 - Participation at Meetings by Electronic Communication

Committee or task force members may participate in and act at any meeting of its members through the use of a ~~conference~~synchronous ~~call~~communication or other communications equipment by means of which all persons participating in the meeting can communicate with each other. Participation in such meeting shall constitute attendance in person at the meeting of the person or persons so participating.

~~**Section 6.8 Quorum**~~

~~Unless the appointment by the Board of Directors requires a greater number, a majority of any committee or task force shall constitute a quorum for committee/task action at any meeting of the committee or task force, and the act of a majority of committee or task force members present and voting at a meeting at which a quorum is present shall be the act of the committee or task force.~~

~~**Section 6.9 Other Bodies**~~

Section 6.8 - Other Bodies

The Board of Directors may create and appoint persons to a commission, advisory body, or other such body which may or may not have Directors as members, but must have regular communication with a board or executive staff liaison as prescribed in the creation of the body. Any such commission, advisory body, or other such body may not act on behalf of the corporation, but may make recommendations to the Board of Directors or to the officers of the corporation.

Article VII - Corporate Books & Records

Section 7.1 - Recordkeeping

Except as otherwise provided by the laws of the State of Minnesota, by the Articles of Incorporation or by these Bylaws, the books and records of the corporation may be kept at such place or places, within or outside the ~~s~~State of Minnesota, as the Board of Directors may determine.

Section 7.2 - Financial Records

The books and accounts of the Treasurer or ~~his/her~~the Treasurer's designee must be reviewed or audited each year by ~~such~~a person or persons ~~as determined~~designated by the Board of Directors.

Section 7.3 - Corporate Funds

The funds of the corporation shall be deposited in such bank or trust company as the directors shall designate and shall be withdrawn only by check or by order of the Treasurer or such other person as the Board of Directors shall designate.

Section 7.4 - Checks, Drafts, Notes, ~~etc.~~and Other Instruments

All checks, drafts or other orders for the payment of money and all notes or other evidences of indebtedness issued in the name of the corporation shall be signed by ~~such~~by the officer ~~or~~, officers, ~~or~~ agent, or agents~~, of the corporation and in such manner as shall from time to time be determined~~designated by resolution of the Board of Directors.

Section 7.5 - Fiscal Year

After the initial year of incorporation, the fiscal year shall be January 1 through December 31.

Article VIII - Indemnification of Officers and Directors

Section 8.1 - Indemnification

To the full extent permitted by the Minnesota Nonprofit Corporation Act as amended from time to time, or by other provisions of law, each person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, wherever or by whomever brought (including any such proceeding~~,~~ by or ~~h~~in the right of the corporation), whether civil, criminal, administrative or investigative, by reason of the fact that he or she is or was a Member, ~~director~~Director or ~~officer~~Officer of the corporation, or ~~he or she~~ is or was serving at the specific request of the Board of Directors of the corporation as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise shall be indemnified by the affirmative vote of a majority of the directors present at a duly held meeting of the Board of Directors for which notice stating such purpose has been given against expenses, including attorneys' fees, judgments, fines and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceeding; provided, however, that the indemnification with respect to a person who is or was serving as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise shall apply only to the extent such person is not indemnified by such other corporation, partnership, joint venture, trust or other enterprise. The indemnification provided by this Article shall inure to the benefit of the heirs, executors and administrators of such person and shall apply whether or not the claim against such person arises out of matters occurring before the adoption of this provision of the Bylaws. The indemnification provided by this Article shall not be provided for prohibited or illegal conduct. The foregoing right of indemnification shall not be exclusive of other rights to which ~~he/she~~they may be entitled as a matter of law or by agreement. The property of the members, directors and officers shall be exempt from any and all liability from all debts or obligations of the corporation.

Section 8.2 - Breach of ~~duties~~Duties

No director shall be liable to the corporation or its members for monetary damages for breach of fiduciary duty as a director except as to any liability to the corporation or its members for: breach of the director's duty of loyalty to the corporation or its members; acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law; or any transaction from which the director derived an improper personal benefit.

Section 8.3 - Insurance

The corporation shall maintain insurance, at its expense, to protect itself and any Director, officer, employee or agent of the corporation or another corporation, partnership, joint venture, trust or other enterprise against any expense, liability or loss, whether or not the corporation would have the power to indemnify such person against such expenses, liability or loss under Minnesota law.

Section 8.4 - Expenses as a Witness

~~To the extent that any Director, officer, employee or agent of the corporation is by reason of such position, or a position with another entity at the request of the corporation, a witness in any proceeding, he/she shall be indemnified against all costs and expenses actually and reasonably incurred by him/her or on his/her behalf in connection therewith.~~

If any Director, officer, employee, or agent is a witness in a proceeding because of that person's service to the corporation, they shall be indemnified against all costs and expenses actually and reasonably incurred by them or on their behalf in connection therewith.

Article IX - Miscellaneous

Section 9.1 - Notice

Any notices required to be delivered pursuant to these Bylaws shall be deemed to be delivered when transferred ~~or~~, presented in person, posted electronically, or deposited in ~~the United States~~ mail addressed to the person at ~~his, her, or its~~their address as it appears on the records of the corporation.

Section 9.2 - Majority

The term "majority" as used in these Bylaws shall mean a majority of those present and voting at the particular meeting of either the Board or the corporation to which proper notice has been given.

Section 9.3 - Articles of Incorporation

The Articles of Incorporation are hereby made a part of these Bylaws and all Bylaw provisions shall be construed in connection with said Articles of Incorporation, and no Bylaws provision shall be adopted to conflict with or in contravention of said Articles of Incorporation.

Section 9.4 - Registered Office, Registered Agent, and Principal Office

A registered office shall be maintained within the State of Minnesota as required by the State of Minnesota. The Board of Directors shall designate the Registered Agent for the corporation. The principal business office of the corporation shall be located at such place as the Board shall determine. The corporation may have such other offices as the Board of Directors may designate or as the business of the corporation may require.

Section 9.5 - Rules of Order in Conducting Meetings

~~Roberts Rules of Order, Modified, latest edition, shall govern the parliamentary procedures of all meetings of this organization.~~

Robert's Rules of Order, simplified within established norms of this Board, shall govern the parliamentary procedures of all meetings of this organization. If the Board determines the Board president is overstepping the latitude given within the simplification, the Board may correct that by enacting immediate adherence to Robert's Rules of Order, latest edition.

Section 9.6 - Policies & Procedures Manual

The Board of Directors shall maintain the Policies & Procedures Manual to guide the membership in its work, programs and practices and shall have the power to amend the Manual as it deems necessary. Any member of the corporation shall be entitled to a copy of the Policies & Procedures Manual.

Article X - Conflict of Interest Policy

Section 10.1 - Conflict of Interest

Lutheran Outdoor Ministries shall maintain a written Conflict of Interest Policy consistent with the requirements and best practices outlined in IRS Form 990. The policy shall apply to directors, officers, and key employees. Directors shall annually disclose, in writing, any actual or potential conflicts of interest. Any individual with a conflict shall recuse themselves from all deliberations, discussions, and votes related to the matter giving rise to the conflict. The existence and resolution of any conflict of interest shall be documented in the minutes of the meeting.

Article XI - Non-Discrimination and Inclusivity

Section 11.1 - Non-Discrimination and Inclusivity

LOM shall not discriminate in its governance, programs, employment, or membership on the basis of race, color, national origin, ethnicity, age, sex, gender identity or expression, sexual orientation, ability/abilities, marital status, immigration status, economic status, religion, or any other characteristic protected by law. LOM affirms its commitment to creating inclusive, accessible, and welcoming environments in which all people are valued, respected, included, and are able to participate fully in the life and leadership of the organization.

~~Article X – Amendments~~

Article XII - Amendments

~~Section 10.1 Amendments~~

Section 12.1 - Amendments

Amendments to these Bylaws may be made by a ~~majority~~ two-thirds vote of the voting ~~members~~ delegates ~~with 30 days' advance notice of the textual change,~~ present and voting at a duly authorized meeting of the corporation, ~~and shall have immediate effect unless otherwise noted in the resolution adopting such amendment(s)~~ provided that at least thirty (30) days' advance notice of the proposed textual change has been given.