

**CONSTITUTION AND BYLAWS
OF THE
CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

**(Amended 1970, 1974, 1978, 1982, 1986, 1991, 1996, 2001, 2006, 2016, 2022)
Amended at the Seventeenth (17th) Session,
July 20, 2022**

*

*

**CONSTITUTION
OF THE
CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

Article I – Name

The name of this organization shall be the Caribbean Union Conference of Seventh-day Adventists, hereinafter referred to as the union or union conference.

Article II – Purpose

The purpose of this union conference is to facilitate the proclamation of the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12 to all peoples within its territory, leading them to accept Jesus as personal Savior and to unite with His Church, and nurturing them in preparation for His soon return.

Article III—Relationships

The Caribbean Union Conference is a member unit of the global Seventh-day Adventist Church and is located in the territory of the Inter-American Division of the General Conference of Seventh-day Adventists. The purposes, policies, and procedures of this union conference shall be in harmony with the working policies and procedures enacted by the executive committee of the Inter-American Division or the General Conference of Seventh-day Adventists. This union conference shall pursue the mission of the Seventh-day Adventist Church in harmony with the Fundamental Beliefs, programs, initiatives, and actions adopted and approved by the General Conference of Seventh-day Adventists at its sessions.

Article IV – Territory

1 **The territory of this Union Conference shall consist of Anguilla, Antigua and**
2 **Barbuda, Barbados, British Virgin Islands, Dominica, Grenada, Carriacou and**
3 **Petite Martinique, Guyana, Montserrat, Saba, St Eustatius, St Kitts and Nevis, St**
4 **Lucia, St Maarten (Dutch), St Vincent and the Grenadines, Suriname, Trinidad and**
5 **Tobago, and the United States Virgin Islands.**

6
7 **Article V – Constituency**
8

9 **The constituency of this union conference shall consist of such local**
10 **conferences/missions/fields as have been or shall be organized in any part of the**
11 **geographic territory under its jurisdiction and formally approved for membership by**
12 **vote of the delegates at any regularly scheduled regular or special union constituency**
13 **meeting.**

14
15 **Article VI – Bylaws**
16

17 **The members of this union conference, acting in and through a constituency**
18 **meeting may enact bylaws, and/or repeal them, and such bylaws may embrace any**
19 **provision not inconsistent with the constitution.**

20
21 **Article VII—Dissolution and Disposition of Assets**
22

23 **This union conference may be dissolved only by a two-thirds (2/3) majority**
24 **vote of the delegates present and voting at any constituency meeting.**

25
26 **In the event of the dissolution of this union conference and unless otherwise**
27 **required by local law, all assets remaining after all claims have been satisfied shall**
28 **be transferred to a legal entity authorized by the Inter-American Division of the**
29 **General Conference of Seventh-day Adventists.**

30
31 **Article VIII—Amendments**
32

33 **The bolded text of this constitution and bylaws shall not be amended except**
34 **to conform to the union conference model constitution and bylaws when it is**
35 **amended by action of the General Conference Executive Committee at an Annual**
36 **Council. Such amendments shall be adopted into the union’s constitution and**
37 **bylaws by a simple majority vote (unless local law requires a higher majority) of**
38 **delegates present and voting at a union conference constituency meeting. This union**
39 **may amend the unbolded text of the constitution and bylaws from time to time, at a**
40 **union conference constituency meeting, provided any such changes are in harmony**
41 **with the spirit and intent of the model constitution and bylaws. Such amendments**
42 **shall require an affirmative vote of two-thirds (2/3) of the delegates present and**
43 **voting.**

**BYLAWS
OF
THE CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

Article I – Principal Office

The principal office for the transaction of the business of the Caribbean Union Conference is fixed and located at 7 Rookery Nook, Maraval, Trinidad, West Indies. In an emergency the executive committee may change the location of the principal office on a temporary basis.

Article II—Constituency Meetings

Section 1. Regular Meeting: This union conference shall hold a regular quinquennial constituency meeting* at such time and place as the executive committee of the union conference shall designate. In the event that the union executive committee fails to call a regular constituency meeting within the quinquennial period, the Inter-American Division Executive Committee may give notice for such a meeting and designate the time and place. In case regional conditions make it imperative to postpone the calling of the constituency meeting, the union conference executive committee, in a regular or special meeting, shall have authority to make such postponement, not to exceed one year, giving notice to all constituent organizations. In the event that the executive committee exercises its authority to postpone a constituency meeting, it shall also have the authority to set the subsequent regular constituency meeting at such time and place as it shall see fit, not to exceed five calendar years from the date of the postponed constituency meeting. Notice of the time and place of the meeting of the delegates representing the members shall be given by:

a. A notice printed in the official publication of the union at least four weeks before the date of the session, or

b. A method approved by the Caribbean Union Conference Executive Committee, provided all member units receive notice with sufficient time to select delegates.

c. A method approved by the General Conference of Seventh-day Adventists, Inter-American Division Executive Committee in the event of inaction or non-compliance by the Caribbean Union Conference Executive Committee.

Section 2. Special Meeting:

a. The executive committee of this union conference shall call a special constituency meeting at a time and place it deems proper when:

*The membership/constituency meeting is a business meeting of the membership of this union conference. These meetings may also be called membership/constituency sessions.

1 (1) It is voted by the executive committee or
 2 (2) It is voted by the delegates at any constituency meeting, or
 3 (3) It is requested by 75% of the executive committees of the
 4 conferences/missions within the union conference, or

5 (4) It is voted by the Inter-American Division Committee or the
 6 General Conference Executive Committee. The date for such a meeting in response
 7 to paragraphs (3) and (4) above shall not be more than 90 days from the date when
 8 the actions described in
 9 paragraphs (3) and (4) above are communicated to the officers/executive committee
 10 of the union.

11 b. In the absence of a timely response by the union executive committee to
 12 paragraphs (2) through (4) in Sec. 2. a. above, the Inter-American Division Executive
 13 Committee or General Conference Executive Committee may call a special
 14 constituency meeting of the Union Conference, and designate the time and place for
 15 such a meeting.

16 c. The agenda for special constituency meetings shall be included in the
 17 notice of the meeting.

18 d. Notice as to the time and place of special constituency meetings shall be
 19 given in the same manner as for regularly scheduled constituency meetings.
 20

21
 22 **Sec. 3. Virtual Attendance at Constituency Meetings:** Generally, regular and
 23 specially called constituency meetings are to be held in person and onsite. However,
 24 delegates when requested by the executive committee, and if permitted by local law, may
 25 participate by means of an electronic conference or similar communications by which all
 26 persons can hear each other at the same time, and participation by such means shall
 27 constitute presence in person and attendance at such a meeting.
 28

29 **Section 4. Chair and Secretary of Constituency Meetings:** The president of
 30 the union conference shall serve as chair and the secretary of this union shall serve as
 31 secretary for constituency meetings of this union. The president may designate other
 32 individuals to assist in chair duties from time to time. In the event that the president's
 33 office is vacant or that the president is unavailable to serve as chair, the constituency
 34 meeting may be called to order by the ranking division officer present. The first item
 35 of business shall be the election of a chair pro tem, selected from the delegates present
 36 at the meeting. When the election of a president has been completed, the new
 37 president if present at the constituency meeting shall replace the chair pro tem.
 38

39 In a similar manner, arrangements may be made for a secretary pro tem if the
 40 secretary's office is vacant, or the secretary is unavailable to serve at the constituency
 41 meeting. When the election of a secretary has been completed, the new secretary, if
 42 present at the constituency meeting, shall replace the secretary pro tem.
 43

44 **Section 5. Regular Meeting--Business:** The business of the regular
 45 constituency meeting shall include the election/appointment of personnel for various

positions (see Sections 11 and 12 below), the receipt of reports from the president, secretary, treasurer (report based on audited statements), departmental directors and the auditor. The constituency meeting shall endorse/approve/develop plans for the conduct of the work as are desirable and in harmony with the policies of the Inter-American Division.

Section 6. Quorum: At least sixty-six percent of the delegates authorized hereinafter under Article III Sections 1 and 2 must be present at the opening of any regular or special constituency meeting to constitute a quorum for the transaction of business. Once the meeting is declared open, the delegates remaining present shall constitute a quorum.

Section 7. Proxy Voting: All delegates must be present in person at any constituency meeting, or participating by electronic means, in order to be eligible to vote. There shall be no voting by proxy.

Section 8. Voting Rights of the Delegates: Each delegate appointed to act on behalf of the members of this union conference shall be entitled to one vote on each question to be decided by the body. The voting rights of the individual delegates representing the members as hereinafter provided shall be limited to the particular constituency meeting of the union conference in which they have been designated to represent a local conference/mission/field, institution, the division, or the General Conference of Seventh-day Adventists.

Section 9. Voting: The voting on matters of business shall normally be by *viva voce*. The chair may call for the vote by other means, including a secret ballot, when it is deemed advisable or is requested by the membership. Votes cast remotely shall have the same validity as if the delegates met and voted onsite.

Section 10. Parliamentary Authority: The parliamentary authority pertaining to all rules and procedures for constituency meetings not covered by its bylaws shall be based on those published in the *General Conference Rules of Order*, and any adaptation or supplement approved by the division executive committee, unless otherwise determined by a two-thirds (2/3) majority vote of the constituency meeting.

Section 11. Election/Appointment and Term of Office:

a. Elections: All union conference officers and members of the executive committee who are not ex officio members shall be elected by the delegates at a meeting of the union conference constituency. The election of departmental directors, associate departmental directors, associate secretaries, or associate treasurers, if not determined by the delegates at the union conference constituency meeting, shall be referred to the executive committee for appointment. Other positions to be filled by election may include the chief administrator(s) and board

members of union institutions if and as required by the governance documents and structure for each entity.

b. Term of Office: Persons elected at the constituency meeting and those appointed by the executive committee normally serve until the next regular constituency meeting. However, their period of service may be shorter due to resignation, voluntary retirement, retirement in situations where a mandatory retirement age policy is in effect, or removal from office, for cause, by the executive committee or a special constituency meeting.

The phrase “for cause” when used in connection with removal from an elected or appointed position, or from employment, shall include but not be limited to 1) incompetence; 2) persistent failure to cooperate with duly constituted authority in substantive matters and with relevant employment and denominational policies; 3) actions which may be the subject of discipline under the *Seventh-day Adventist Church Manual*; 4) failure to maintain regular standing as a member of the Seventh-day Adventist Church; 5) theft or embezzlement; or 6) conviction of or guilty plea for a crime.

Section 12. Election of Local Mission/Field Officers and Term of Office: a. Elections: The president, secretary, and treasurer of local missions/fields within the territory of this union conference shall be elected by the union constituency meeting, or by the union executive committee between constituency meetings.

b. Term of Office: Local mission/field officers elected at the constituency meeting normally serve until a midterm meeting of the union executive committee, unless they resign, voluntarily retire, retire in situations where a mandatory retirement age policy is in effect, or are removed from office, for cause, by the union conference executive committee or by a special constituency meeting (see definition of “for cause” in Sec. 11, paragraph b. above).

(Note: Section 11 above is applicable to union conferences in whose territory there is a local mission/field/section.)

Article III – Representation

Section 1. Representation: a. Regular Delegates--Each member organization shall be represented at Union Conference constituency meetings by duly appointed delegates as follows:

a. Each local conference/mission/field shall be entitled to one delegate without regard to conference/mission/field membership and one additional delegate for each 1800 church members or major fraction thereof beyond the first 1800 members.

b. Such delegates shall be chosen by the respective local conference/mission/field executive committees, from among those who hold

membership in a duly organized local church within the respective conference/mission/field or from among those who are employees of the member organization.

c. The delegation from each conference/mission/field, if composed of three or more individuals, shall include representation from laity, pastors, and/or other frontline employees of the respective conference/mission/field and include persons of both genders.

Section 2. Delegates at Large. Delegates at large to a Union Conference constituency meeting include:

- a. The current members of the executive committee of this Union Conference.
- b. Such other persons from the Union Conference staff, institutions owned and operated by the union, and local conferences/missions/fields, as may be recommended by the Union Conference Executive Committee and accepted by the delegates in the constituency meeting. The number of such delegates shall not exceed ten percent of the total number of regular delegates provided for hereinabove.
- c. Members of the General Conference and Inter-American Division executive committees, who may be present at any constituency meeting of this Union Conference. The number of such delegates shall not exceed ten percent of the total number of delegates otherwise provided for.
- d. A person who is not elected to a new term of office at a constituency meeting does not thereby lose delegate status at the current constituency meeting.

Section 3. Church Membership Requirement: All delegates appointed to represent the members of this Union Conference at any constituency meeting shall be members in regular standing of the Seventh-day Adventist Church.

Article IV – Constituency Meeting Committees

(Note: Division executive committees may authorize a process whereby the session organizing and nominating committees may be selected and empowered to perform their tasks in advance of the session. The process to select such committees for a session shall involve constituency representation rather than being accomplished by the executive committee alone. Unless a division executive committee has approved other arrangements as described above, the following provisions shall apply for the appointment and functioning of session committees.)

Prior to each Union Conference constituency meeting, the executive committee shall provide for such temporary committees as may be necessary to conduct the preliminary work for the session.

To facilitate the business of the session, constituency meeting committees may convene by means of an electronic conference or similar communications by which all persons participating can hear each other at the same time. **These committees include:**

Section 1. Organizing Committee:

a. **An organizing committee for each constituency meeting shall be appointed. It shall consist of three representatives from each local conference/mission, one additional representative for each field with more than 10,000 members, one representative from each union conference-operated institution, and the president of the Inter-American Division, or his designee, who shall serve as chairperson.** The administrators of the General Conference and the Inter-American Division or their representatives who are present will be invited to attend the organizing committee as advisors.

b. **The members of the organizing committee shall be appointed by their respective delegate groups as one of the first items of business at each regularly scheduled constituency meeting.**

c. **The organizing committee shall nominate, and the constituency shall elect:**

(1) **A nominating committee**

(2) **The Chairman and Secretary of the Plans and Recommendations committee.**

(3) **Other committees as may be necessary.**

Section 2. Nominating Committee— The President of the Division or his designee shall be the chairman of the nominating committee at the Union quinquennial session. He will have a right to vote. The nominating committee shall consist of one representative from every conference/mission without regard to membership and one additional representative for each 12,000 church members or major fraction thereof based on the December 31 membership of the preceding year and one delegate from each union institution. The membership of the committee shall be balanced, as nearly as possible, between denominational workers and laypersons representing various segments of the work and territories of the union. The General Conference and Division officers or their designees who may be present will be invited to attend the nominating committee as advisors.

a. **Those chosen as members of the Nominating Committee must be duly appointed delegates in attendance at the constituency meeting.**

b. **Persons holding elective office, as outlined in Article 11 Sections 11 and 12 in the current term, excluding non-ex officio members of the executive committee, shall not be eligible to serve on the Nominating Committee.**

c. **The Nominating Committee shall limit its nominations to those positions for which persons are to be elected at the constituency meeting and for which budgetary provision has been made.**

d. **The Nominating Committee shall also nominate members for the union executive committee, the constitution and bylaws committee and for the boards of union institutions whose bylaws indicate that board members for the entity are elected at a union constituency meeting.**

1
2 **Section 3. Standing Constitution and Bylaws Committee–** The Standing
3 **Constitution and Bylaws Committee** shall include an officer of the General
4 **Conference of Seventh-day Adventists, Inter-American Division, and shall be chaired**
5 **by the secretary of the Caribbean Union Conference, or his/her designee. This**
6 **committee shall function between the regularly scheduled sessions of the constituency**
7 **and shall submit its reports and detailed recommendations through the executive**
8 **committee to the next regular constituency meeting.**

9 **4.** The Committee on Plans and Recommendations shall be composed of all the
10 delegates to the session. Recommendations from the fields shall be sent through regular
11 channels.

12 13 **Article V – Executive Committee**

14
15 **Section 1. Membership of Executive Committee–** The executive committee of
16 **the Caribbean Union Conference of Seventh-day Adventists shall be elected at its**
17 **regularly scheduled constituency meeting and shall consist of the president, secretary,**
18 **treasurer, and the chief administrator of each institution sponsored by the Union. The**
19 **president, secretary and treasurer of constituent conferences/missions shall be ex**
20 **officio members of the executive committee. The remaining membership shall include**
21 **departmental directors, pastors, or other denominational employees, and fifteen**
22 **percent of the total members of the executive committee shall be lay persons. The**
23 **officers of the General Conference of Seventh-day Adventists, Inter-American**
24 **Division and of the General Conference of Seventh-day Adventists are members ex**
25 **officio of the Union Conference Executive Committee; however, their membership**
26 **shall be in addition to the number detailed above. Any such officers exercising their**
27 **voting rights at any one meeting shall not make up more than ten percent of the**
28 **committee membership present.**

29
30 **Section 2. Delegated Authority–** The executive committee of this union
31 **conference, unless replaced at a special constituency meeting, is delegated the**
32 **authority to act on behalf of the constituents between regular sessions, including the**
33 **authority to elect or remove "for cause" (see definition of "for cause" in Article II, Sec.**
34 **11. above), officers, directors of departments/services, chief administrators of**
35 **institutions, and members of board and committee members, whose election or**
36 **appointment is a result of a constituency meeting or executive committee meeting**
37 **action and to fill, for the remaining portion of the term, any vacancies thus created.**
38 **The removal of those named under Article VI, Section 1, shall require the affirmative**
39 **vote of two-thirds (2/3) of those voting at a union executive committee meeting where**
40 **a majority of members is present.**

41
42 **Section 3. Administrative Authority–** The executive committee shall have full
43 **administrative authority:**

44 a. To fill for the current term any vacancies that may occur by death, resignation
45 or otherwise, in its boards, committees, departments, or in offices which have been filled

1 by the union conference election. **If a new president is to be elected, the president of**
2 **Inter-American Division, or his designee, shall serve as chairman of the executive**
3 **committee.**

4 b. To appoint committees, such as an administrative committee, with their terms
5 of reference.

6 c. To employ such personnel as may be necessary to execute its work effectively.

7 d. To grant and withdraw credentials and licenses. The withdrawal of credentials
8 shall require the consent of two-thirds of the members of the executive committee.

9 e. To appoint the local conference and mission auditors at the first meeting held
10 after the union/conference session. The appointment of the local conference auditor shall
11 be made upon the recommendation of the local conference administration.

12
13 **Section 4. Regular Meetings--**The executive committee may schedule regular
14 meetings at such times and places as it may select.

15
16 **Section 5. Special Meetings--**Special meetings of the executive committee may
17 be called at any time or place by the President or, in his absence, by the Secretary. In
18 response to the written request of a majority of the members of the executive committee a
19 special meeting shall also be called by the secretary.

20
21 **Section 6. Attendance at Meetings:** Where allowed by local law, executive
22 committee members may participate in meetings by means of an electronic conference
23 or similar communications by which all persons participating can hear each other at
24 the same time, and participation by such means shall constitute presence in person at
25 such a meeting.

26
27 **Section 7. Notice of Meetings:** Notice as to time and place, and any other
28 requirements under these bylaws, shall be provided to all members in a reasonable
29 manner at least 48 hours prior to the meeting if the meeting is to take place by
30 electronic conference or similar communications, or at least 96 hours if the meeting
31 is to take place in person.

32
33 **Section 8. Quorum:** Thirteen members of the executive committee, **including the**
34 **chair or vice chair,** shall constitute a quorum.

35 36 **Article VI – Officers and Their Duties**

37
38 **Section 1. Executive Officers:** The executive officers of this union conference
39 shall be a president, a secretary, and a treasurer. The secretary and treasurer may be
40 one individual known as the secretary-treasurer. **It is the duty of these officers, in**
41 **consultation with one another, to carry forward the work according to plans, policies,**
42 **and programmes voted by the division executive committee, the constituency in**
43 **session and/or the union executive committee. These plans, policies, and programmes**
44 **shall be in harmony with the Fundamental Beliefs and actions adopted and approved**
45 **by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

1 **1. President:** The president, who shall be an ordained minister of experience,
2 is the first officer and shall report to the executive committee of the union conference
3 in consultation with the secretary and the treasurer. He shall act as chair of the
4 constituency meetings and the executive committee and serve in the general interests
5 of the union conference as the constituency and the executive committee shall
6 determine. In his leadership he shall adhere to the policies of the Inter-American
7 Division and of the General Conference of Seventh-day Adventists, work in harmony
8 with the division executive committee, and in close counsel with the division officers.

9 **2. Secretary:** The secretary, associated with the president as an executive
10 officer, shall serve under the direction of the executive committee and shall act as
11 vice-chair of the executive committee. The secretary shall report to the executive
12 committee of the Union Conference after consultation with the president. It shall be
13 the duty of the secretary to keep the minutes of the union conference constituency
14 meetings and of the executive committee meetings; to furnish copies of these minutes
15 to all members of the executive committee and to the division officers. The secretary
16 shall also be responsible for providing information as may be requested by the
17 president or by the union or division executive committee; and shall perform such
18 other duties as usually pertain to the said office.

19 **3. Treasurer:** The treasurer, associated with the president as an executive
20 officer, shall serve under the direction of the executive committee. The treasurer shall
21 report to the executive committee of the union conference after consultation with the
22 president. The treasurer shall be responsible for providing financial leadership to the
23 organization which will include, but shall not be limited to, receiving, safeguarding
24 and disbursing all funds in harmony with the actions of the executive committee,
25 remitting all required funds to the division/General Conference in harmony with the
26 Inter-American Division policy, and for providing financial information to the
27 president and to the executive committee. The treasurer shall also be responsible for
28 furnishing copies of the financial statements to the division officers.

29
30 **Section 2. Other Officers:** Other individuals may serve as officers of the union
31 conference such as vice president, associate secretary and associate treasurer.

32 33 **Article VII – Directors of** 34 **Departments/Associations/Services**

35
36 **Section 1. Advisory Role:** The directors of departments/associations/services
37 of this Union Conference shall work under the direction of the executive committee
38 of the Union Conference and the President and shall serve in an advisory relationship
39 to the field.

40
41 **Section 2. Departments/Associations/Services Structure:** Union conference
42 departments, associations, and services shall be organized in harmony with the
43 department/association/service structure of the General Conference but shall not
44 necessarily duplicate the departments/ associations/services at the division or the General
45 Conference of Seventh-day Adventists.

Article VIII – Other Organizations

Section 1. Unincorporated Organizations: The Caribbean Union Conference may carry on its ministry through unincorporated subsidiary organizations. Constituency meetings of such organizations shall be held in conjunction with the regularly scheduled constituency meetings of the Union Conference.

Section 2. Corporations: The Caribbean Union Conference may form corporate bodies provided it obtains prior approval of the General Conference of Seventh-day Adventists, Inter-American Division. Membership meetings and elections of boards of directors shall be held as provided by articles and bylaws of the corporations and in harmony with applicable laws.

Article IX – Finance

Section 1. Tithes and Offerings: The church funds managed by this Union Conference shall consist of such tithe, including direct tithe, as it shall be assigned by policy and as received from the local conferences/missions/fields within its territory, and such gifts, legacies, bequests, devises, appropriations, reverted funds, and other donations as may be made to it.

Section 2. Policies: The portion of the tithe which is reserved for this Union Conference, as specified by policy, and all other funds shall be used in harmony with the financial policies of the General Conference of Seventh-day Adventists, Inter-American Division; and in the case of donations, their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the Division on fixed percentages as set by the Division executive committee, and with the General Conference on fixed percentages as set by the Annual Council of the General Conference Executive Committee. This Union shall pass on to the General Conference of Seventh-day Adventists, Inter-American Division the specified tithe percentage, retirement fund percentages as may be decided by the Division committee, and all mission offerings.

Section 3. Bank Accounts: The funds of this Union Conference shall be safeguarded in harmony with the financial policies of the General Conference of Seventh-day Adventists, Inter-American Division. Moneys shall be deposited in the name of the Caribbean Union Conference of Seventh-day Adventists in regular or special accounts in such banks or savings institutions as the executive committee shall designate, and shall be withdrawn only by persons authorized by resolution of the executive committee.

Section 4. Financial Statements: The Caribbean Union Conference shall prepare on a regular basis monthly statements of income and fund balances and shall be responsible for the filing of copies of the annual financial statement with the General Conference of Seventh-day Adventists, Inter-American Division and the General Conference of Seventh-day Adventists and, to the extent required by law, with any branch of local or national government.

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25
- 26
- 27
- 28
- 29
- 30
- 31
- 32
- 33
- 34
- 35
- 36
- 37
- 38
- 39
- 40
- 41
- 42
- 43
- 44
- 45

Section 2. Employee Compensation and Expense Review: The executive committee shall appoint an employee compensation and expense review committee, whose tasks are outlined in the General Conference Working Policy.

9
10
11
12

14

16
17
18
19
20
21
22
23
24
25

26
27
28

30
31

34

37
38
39
40
41
42
43
44
45

1 **(2/3) of those present and voting, provided such changes are in harmony with the**
2 **spirit of the Union Conference Model Constitution and Bylaws, and have been**
3 **processed through the union conference executive committee. Notice of any proposed**
4 **changes to the Bylaws of this union conference shall be given specifically in**
5 **conjunction with the publication of notice for the constituency meeting.**

