

BYLAWS OF
DEBRE SELAM MEDHANEALEM ETHIOPIAN
ORTHODOX TEWAHDO CHURCH

MINNEAPOLIS, MINNESOTA
May 2016

Debre Selam Medhanealem Ethiopian Orthodox Tewahdo Church
4401 Minnehaha Ave South
Minneapolis, Minnesota 55406

BYLAWS OF
DEBRE SELAM MEDHANEALME
ETHIOPIAN ORTHODOX TEWAHDO CHURCH
IN MINNESOTA

ARTICLE I – NAME AND PURPOSE

Section 1 – Name

The official name of the church shall be **DEBRE SELAM MEDHANEALEM ETHIOPIAN ORTHODOX TEWAHEDO CHURCH** in Minnesota, hereinafter referred to as "The Church", which has been duly incorporated, **AS A CONGREGATIONAL CHURCH**, under Article 10, Section 191 and 193 of the Religious Incorporation Law of the State of Minnesota.

Section 2 – Address

Debre Selam Medhanealem Ethiopian Orthodox Tewahedo Church
4401 Minnehaha Avenue South
Minneapolis, MN 55406

Email: debreselam@debreselam.net

Web site: www.debreselam.net

Section 3 – Purpose of the Church and its Administrative Structure

- a) The primary purpose of the Church shall be to bring together followers of the Ethiopian Orthodox Tewahedo faith and to share in the worship of God in accordance with the teachings and practices of the Church.
- b) The Church also constitutes a spiritual unit of the Ethiopian Orthodox Tewahedo Church, accepting and abiding by its teachings and spiritual rules with respect to matters of FAITH, WORSHIP AND CREED. In matters of administration, however the Church maintains its independence and shall be governed by the congregation, and by its duly elected Board of Trustees in accordance with the Religious Incorporation Law and other relevant regulations of the State of Minnesota and this by-law.
- c) The Church shall maintain necessary finances to pursue religious and spiritual fulfillment of its congregation, according to Religious Incorporation Law of the State Minnesota through membership fee assessment, donations and other related legal fund raising activities

Section 4 – Tax Exemption

The Church shall be organized and operated exclusively as a non-profit charitable organization according to Section (501) (C) (3) of the United States Internal Revenue Service Code. The Church shall not be conducted or operated for profit. No elected trustee or officer of The Church shall as such receive or become entitled to receive at any time any part of the net earnings or other net income of The Church.

Section 5 – Official Stamps

The Church shall maintain a stamp for all-official businesses and actions. The stamp will have an Ethiopian Orthodox Tewahedo Church Cross as its logo and bear the name of Debre Selam Medhane Alem Ethiopian Orthodox Tewahedo Church, Minneapolis. The inscriptions will be both in Amharic and English.

ARTICLE II – ORGANIZATIONAL SET-UPS

The Church has set up the following major operational bodies in order to implement the various programs that will enable **it to be a viable** entity.

Section 1 – General Assembly

The General Assembly is composed of all members who are current in the payment of their dues, and thus are able to vote. The General Assembly is the supreme body where final decisions are made on policy or administrative issues. The Chairman of the Board of Trustees leads such meetings.

Section 2 – Board of Trustees

The Board of Trustees is composed of 14 elected members' and the Head Priest **or Kese Gebeze (on the absence of Head Priest)** of the Church. The board is elected by and is responsible to the General Assembly and meets once every month or as often as necessary.

Section 3 – Executive Committee

The Executive Committee consists of seven members of the Board of Trustees including the Chair, Vice Chair, the Secretary, the Public Relation Officer, the Accountant, the Treasurer and the Head Priest. The Executive Committee shall meet as often as needed to conduct the business of the Church.

Section 4 – Internal Auditor Team

The General Assembly will elect an independent Internal Audit Team comprising three individuals who have had accounting training and/or experiences. This Team shall audit all financial documents before the Board of Trustees and the General Assembly make the biannual deliberations on financial and administrative reports.

ARTICLE III – MEMBERSHIP

Section 1 – Admission to Membership

Any person, 18 years of age or older, who was baptized according to the accepted dogma of The Church or was received into The Church through chrismation (upon confirmation of an individual into Ethiopian Orthodox Tewahedo Church by a priest), worship according to the teachings and canon of the Ethiopian Orthodox Tewahedo Church, pledges to meet appropriate obligations and dues to the parish, and agrees to abide by these by-laws, shall be admitted to full membership of the parish.

Section 2 – Right of Membership

- a) Member shall have the right to vote on matters brought before the parishioners. **However, new members of the Church are granted the right to vote on issues regarding changes of this bylaw and /or the status of the Church after they complete one year of membership with good standing of their dues. (Good standing of dues means: not being behind of paying arrears for more than three (3) months.)**
- b) A member is eligible to serve in all church offices through election or appointment after completing **two (2) years of** membership period and be in good standing in his/her monthly dues with active participation in the Church activities and services.
- c) A certificate of membership shall be issued.
- d) Privileges will be maintained for baptism, wedding, burial and funeral services.
- e) Entitled to forward or submit opinion and suggestions aimed at benefiting the Church.
- f) Entitled for church services with the church order and norms
- g) **Members of the Clergy shall be paying members of the Church and can attend GA meetings and have the right to vote.**
- h) **An employee of the Church shall not be elected as Board member.**

Section 3 – Responsibility of Members

- a) A member shall follow the principles of the religion, as interpreted by The Church, be present at religious services of Debre Selam Medhanealem Church, and shall participate in its spiritual and social activities
- b) **Every member shall pay registration, membership and service dues determined by the Board of Trustees and approved by the General Assembly.** The amounts of these dues shall be posted on the bulletin board of the Church.
- c) Abide by the by-laws.
- d) Protect property and resources of the Church

Section 4 – Termination of Membership

- a) Membership shall be terminated upon a written or public request of a member to the Board of Trustees.
- b) Membership shall be terminated when a person ceases to worship or **ceases to** believe according to the accepted doctrine of the Tewahedo Church faith. In such a situation, The Church, acting through its Board of Trustees may censure or suspend such a member after proper hearings where at least two-thirds of Board members present.
- c) Membership shall be terminated when a member becomes an offense to The Church's good name, by reason of immoral and unchristian conduct or disobeys the Ethiopian Orthodox Tewahedo Church traditions, norms and doctrines
- d) The priests of the Church and the Board of Trustees shall determine termination due to heresy (dissent from Tewahedo faith and tradition. Such actions will be taken with the full knowledge of the Board.
- e) Termination is also exercised when a member wrongly uses or abuses church property or funds for illegal and personal gains. Such matters will also be advanced to lawyers for state or federal prosecution.
- f) On termination of membership the individual will have no recourse or claim to any funds or property of the Church.
- g) Termination is also enforced upon failure to pay dues within specified time or reasonable period.

Section 5 – Restoration of Membership

A person, whose membership has been terminated due to unpaid dues, may have the membership restored by paying all dues in arrears of the current year within a period as established by the Executive Committee. However, if termination was caused by breaking church traditions, religious dogma, or abuse of property or funds, reinstatement will occur after both the priests and the Board of Trustees approval. **He or she will be registered as new member and subject to all conditions that apply to new members.**

ARTICLE IV – THE GENERAL ASSEMBLY DUTIES AND RESPONSIBILITY

- a) Shall elect members of the Board of Trustees, approve the dismissal, or accept the resignation of elected or appointed officials and all salaried staff of The Church including the clergy.
- b) Approve amendments to the by-laws
- c) Review and approve or recommend changes on budgets, audits, and annual reports recommends the protection and nurturing of church property to the Board of Trustees.
- d) Ensures that all meetings dealing with church matters start and close with prayers.
- e) General Assembly meetings are held when at least 51% of the Church members are present.
- f) The Chairman of the Board of Trustees leads all General Assembly meetings
- g) The Executive Committee shall implement all decisions of the General Assembly

regarding religious, financial and administrative operations of the church.

- h) **Members who participate in a General Assembly meeting must be active members for at least one year; and they should not be behind in paying their monthly dues for more than three months.**

ARTICLE V – BOARD OF TRUSTEES AND EXECUTIVE COMMITTEE

Section 1 – Composition of the Board of Trustees and the Executive Committee

The Board of trustees shall consist of fourteen members, of which seven office-holders will constitute the Executive Committee. They are the Chairman, the Vice-Chairman, **the lead Cashier**, the Public Affairs Officer, the Accountant, and the treasurer, and-the Head Priest.

Section 2 – Election and Terms of Office

- a) The Board of Trustees shall be elected by the General Assembly of the Parishioners of the Church. Such elections shall be held in the Church premises on a Sunday in September after religious services. The outgoing Board of Trustees ensures that the Election Committee completes election proceedings after proper advance notification (two weeks) is given to the Parishioners.
- b) Each Trustee shall be elected for a two-year term. All members of the Board of trustees are eligible for re-election of a second term. **However, after serving two consecutive terms or four years that person cannot be elected for a third term. He/she must escape a term to be elected again.**
- c) The Chairperson, Secretary, and Accountant shall assist new elected Board of Trustees as Advisors for six months during the transitional period of the new Board of Trustees.
- d) The General Assembly shall examine and pass the report of the independent Internal Auditor Team on the work of the retiring Board before holding an election for a new Board of Trustees. The outgoing Board shall remain in office until the Head Priest has sworn in the duly elected in-coming Board.
- e) The outgoing Executive Committee shall immediately transfer all property, files, records, P O Box keys, building keys and security locks to the incoming Executive Committee. Such transfers must be signed by the following incoming and outgoing elected officials: Chairpersons, Secretaries, Treasurers and Accountants.

Section 3 – Board of Trustees: Duties and Responsibility

- a) The Boards' general duty is to execute and implement all motions and resolutions adopted by the General Assembly and to follow up on the implementation of these by-laws, financial, administrative and other church activities and affairs.
- b) The Board acts as the custodian of all Church property and affairs and will determine such policies, rules and regulations governing the congregation according to the by-laws and wishes expressed by the General Assembly of the Parishioners. All documents and property of The Church shall be kept within its premises in

- appropriate offices.
- c) The Board of Trustee has the authority and responsibility to manage the human and material resources of the church:
 - 1) The Board hires priests and other essential employees with the approval of the General Assembly.
 - 2) The Board has the authority to dismiss priests or other employees who do not perform the job requirement or violate the policies and practice of the church. The dismissal will be effective after the approval of the General Assembly.
 - 3) The Board ensures the availability of the necessary materials and other conditions at the church for worshipping.
 - 4) The Board secures and wisely utilizes the financial resources of the church.
 - 5) The Board meets liabilities and other obligation of the church.
 - 6) The Board manages and maintains the church and residential buildings.
 - d) The Board shall submit audited financial reports, as well as reports on administration and religious affairs to the General Assembly within the last month of the fiscal year. (August)
 - e) The Board shall meet at least every month and more often as necessary to act upon recommendations submitted by the Executive Committee.
 - f) The Board of Trustees has the authority and responsibility to manage the human and material resources of the Church.
 - g) **The board shall provide guidelines for various sub-committees established in the Church.**

Section 4 – Executive Committee

Under the General supervision of the Board of Trustees, the Executive Committee shall meet as **often as necessary to perform** the following functions.

- a) Prepare the annual budget and present it to the Board of Trustees for its approval. **The budget must reflect the income and expenditure of The Church in detail.**
- b) Submit to the Board an audited financial report twice per year.
- c) Ensure the collection of ecclesiastical dues that include:
 - 1) Donations from services such as weddings, baptism, funerals, memorial
 - 2) Church plate donations
 - 3) Donations from special events such as gatherings, vows
 - 4) Income from real estate, testamentary bequests and devises
 - 5) Miscellaneous revenues such as incomes from sales of goods, gifts and rentals.
- d) Arrange the performance of Church ceremonies on Sundays and holidays including weddings, baptisms, funerals and requiem (mass, liturgy) services in accordance with the established canons of The Church and in coordination with the priests.
- e) Give moral and material support to Church sponsored and or affiliated Church or other institutions, thus making certain that their respective activities are conducted in an orderly manner.

- f) Keep the regular record of baptisms, engagements, marriages and deaths at the church office of the clerk and issue certificates, credentials and recommendations as appropriate.
- g) Safeguard and protect all movable and immovable properties of The Church.
- h) Initiate, plan, and supervise appropriate social activities for the purpose of fund-raising and similar functions and services.
- i) **There will be permanent and ad hoc committees formed under the supervision of the Executive Committee to help with the implementation of temporary and/or routine tasks in The Church. These will include the following committees:**
 - 1) Social and economic
 - 2) Youth and Children's Education
 - 3) Ushers
 - 4) Building and Fund Raising committees
 - 5) Sunday School
 - 6) Council on Religious Affairs
- j) Annually evaluates the work performances of the Church personnel. Puts together requirements and criteria for hiring new employees. The criteria should address and reflect job descriptions of the positions. Executive Board selects the best candidate and presents its decision to the Board of Trustees for approval.

ARTICLE VI – ELECTION OF OFFICERS AND THEIR DUTIES

All officers of the Board of Trustees are elected by the General Assembly except for the Head Priest **or Kase Gebez (on the absence of Head Priest)** who is an ex-officio member.

Section 1 – election

- a) **The executive committee is composed of the following members of the Board of Trustees: The chairperson, the vice chairperson, the secretary, the finance officer, the public relations officer, the lead cashier and the head priest.**
- b) **They will remain in office until respective replacements are elected. If, however, they resign or terminated, they will be replaced based on election procedures.** In addition, they are eligible for re-election as members of the Board of Trustees.
- c) The Executive Committee administers the day-to-day activities and program of the Church

Section 2 – Criteria for those Deserving Board Membership

- a) Follower of the Ethiopian Orthodox Tewahedo Faith
- b) Resident of Minnesota, registered and current in payment of church dues
- c) Good public relations with congregation and other community members
- d) A leader and capable of coordinating groups.
- e) Free of criminal records
- f) Trustworthy for confidences in church affairs

- g) Free of chemical, drug abuse or other substance use.
- h) Capable of contributing to the growth of the church
- i) Willing to give voluntary service and commit time for such action
- j) Regularly attending church

Section 3 – Duties and Responsibility

a) The Chairperson

The chairperson is the Chief Executive Officer and presides over meetings of the Board of Trustees as well as the Executive Committee and exercises general supervision over the affairs of The Church. He shall enforce these by-laws and other decisions of the Board of Trustees and the General Assembly of the Parishioners. In addition, the Chairperson shall have the following specific duties:

- 1) Conduct meetings in an orderly fashion, using appropriate democratic, parliamentary procedures
- 2) Maintain order and discipline at meetings
- 3) Call or adjourn meetings, or temporarily halt a meeting **of the board of trustees until the next meeting or for one month.**
- 4) Assume all administrative duties subject to the direction of the Board.
- 5) Co-sign checks with the Accountant to pay for expenses and services as per the budget approved and authorized by the Board of Trustees and the General Assembly.
- 6) Act as official spokesperson of The Church
- 7) On behalf of The Church, sign documents and agreements as agreed upon by the General Assembly, the Board of Trustees and/or the Executive Committee.
- 8) Coordinate timely audits and reports to the Board of Trustees and the General Assembly.
- 9) **Open bank accounts of the Church with the financial officer authorized to co-sign checks**
- 10) **Adjourn General Assembly meetings and call another meeting within two months in consultation with board members.**
- 11) **He shall keep the infrastructure security and administration passwords of all computers and accounting accesses.**

b) The Vice-Chairperson

- 1) The V/P assists the Chairperson in the discharge of such duties
- 2) In the Absence of the Chair, the V/P serves in the capacity of chairperson.
- 3) The V/P attends all meetings of the General Assembly, Board of Trustees and the Exec Committee and will assume and share other duties as assigned.
- 4) VP is in Charge of organizing the Social and Economic Sub-committee.
- 5) Initiate and coordinate all revenue generating activities.

c) The Secretary

- 1) The Secretary participates in meetings of the General Assembly of Parishioners, Board of Trustees and Executive Committee, keeping notes and preparing minutes for distribution to members, ahead of time.

- 2) The Secretary shall request ideas and suggestions for agenda from board members and prepare them for board meetings.
- 3) The Secretary shall transmit promptly to the members of the Board of Trustees and the General Assembly all communications that may be addressed to them.
- 4) The Secretary is responsible for all necessary arrangements for meetings and other activities of the Board of Trustees and the General Assembly.
- 5) He/she shall inform concerned members time and places of meeting, at least, five days, before the date of the meeting.
- 6) The Secretary shall maintain proper documentation of The Church for future references and history.
- 7) Coordinate timely audit report to the Board and the General Assembly.
- 8) Manage minutes of board meetings and ensures minutes are distributed to members shortly after each meeting.
- 9) Keep and share with the chairman of the board the IT infrastructure security of the Church.
- 10) Manage mails and distribute them to respective departments.
- 11) He shall keep the IT infrastructure security and administration passwords of all computers.

d) The Accountant

- 1) The Accountant acts as the chief auditor of the Church's finances.
- 2) The Accountant shall keep records that show balances due from members and advises them to keep their payments current.
- 3) The Accountant is the Chief Financial Officer of the Church.
- 4) The Accountant audits the Treasurer's book monthly, and as deemed necessary, and reports to the Board of Trustees monthly.
- 5) The Accountant together with the Treasurer is responsible for the biannual financial report to be submitted to the General Assembly in coordination with the Chairperson and Secretary.
- 6) The Accountant co-sign checks with the Chairperson, or with the vice chairperson as authorized in the budget or by the Board or General Assembly.
- 7) Keeps valuable items donated by members to the Church such as jewelries in the Church's Bank safe.

e) The Public Relation Officer (PR)

- 1) The PR officer is responsible to and collaborates closely with the Chairperson to build the good relationship within and outside The Church.
- 2) The Public Relations Officer (PR) is responsible for general public announcements using various means of communications concerning developments in the Church or other information that should be disseminated to members
- 3) The PR Officer shall make information available so that others could join the Church and make more services available as needed ,

- 4) The PR Officer shall facilitate and put his effort so that new members will feel at ease when they first join.
- 5) He/ She is charged to explain the Church by-laws, church activities and introducing new members to the congregation.

f) The Lead Cashier

- 1) Be responsible for collecting cash against issuance of Official Cash Receipts (OCR) of the Church and maintain proper documentation and summary sheets.
- 2) Deposit cash collections in-tact into the bank accounts of the Church within the next three (3) business days.
- 3) Supervise & coordinate the activities of the Asst. Treasurers and cash counting volunteers.

g) The Property Unit Officer

- 1) Handle the up-keep and program and coordinate the maintenance of all residences of the Church's houses & apartment buildings.
- 2) Keep proper & adequate registration of assets, maintain supplies and conduct annual inventories.

h) The Education Unit Officer

- 1) Manage Religious and other Educational activities of children, the youth and adults in consultation and cooperation with the Clergy. this include education for
 - I. Sunday School
 - II. Children and youth studies of religious, Ethiopian history and language studies as well as various adult educational programs.
- 2) Be a liaison between the educational sub-committee and the Board.

Section 3 – Removal of the Board of Trustee Member

- a) Any Board member shall be removed from office for breach of duty or loyalty by two-thirds (2/3) vote of the Board of Trustees present and voting. Breach of duty is the failure to exercise that care which a reasonable person would exercise under similar circumstances, and breach of loyalty is when a trustee is not performing his/her duties in good faith and in accordance with these by-laws. In religious and spiritual matters the traditional church proceedings of excommunication shall apply upon imposition by all the priests serving the church and the Board of Trustees mutual decision.
- b) Vacancy
If a member of the Board of Trustees is absent for three consecutive meetings of the Board or for five (5) meetings in a calendar year without proper excuse (determined by the **Board**), the position of such absent member shall be declared vacant by the Chairperson and the vacancy will be filled upon the **recommendations of the Board and the General Assembly approval. The vacant position shall be filled by the first reserve candidate during the election of the serving Board of Trustees.**

Article VII – The Head Priest

- a) **The Head Priest or the 'kese gebez', in the absence of the head priest, is the spiritual head**

of the Church and will be consulted and his consent sought on all issues of religious doctrines, morality, and practices pertaining to the activities of the Church.

- b) The Head Priest or the 'kese gebez', in the absence of the head priest, shall participate in all meetings of the Board of Trustees and executive committee as a voting member. Other priests of the Church are invited as Advisory Members when the board believes it is necessary. But, they will not cast votes.
- c) The Head Priest's religious duties include shepherding the entrusted to his pastoral care, directing its orderly life, preserving its unit), keeping the faithful to divine purpose, sanctifying his flock through the administration of the sacraments, and the performance of all other prescribed services of worship, proclaiming The Teachings of the Apostles and the Orthodox Tewahedo Dogma of the Fathers, preaching the word, imparting a knowledge of the doctrines, traditions, and guiding the growth, progress, and enlightenment of the Congregation in Christian life.
- d) Safe guard church properties.
- e) As a member of the Board of Trustees, on the other hand, he is subject to all the provisions of the By-laws of the Church.
- f) He plans and conducts religious teachings to groups or individuals whenever possible.
- g) He is in charge of Religious Committee that discusses spiritual matters with elders when necessary.
- h) He attends and participates in the General Assembly meeting. Board meetings, and attends Executive meetings.
- i) He will pray at opening and closing of meetings.
- j) He will participate in meetings and other functions regarding inter-church or social matters.
- k) He will give guidance and instructions to deacons and laity.
- l) He will ensure that church dogma and tradition are followed.
- m) Shall perform liturgy on major holidays and monthly religious days as practice by the monastery and cathedrals of major Ethiopian Orthodox Tewahedo Churches.

ARTICLE VIII – COMMITTEES

Section 1 – Nominating (Election) Committee

- a) The Election Committee composed of five members of which two from the Board of Trustees and three are elected by the General Assembly.
- b) The nominating committee shall prepare a slate of nominees for election at least 4 weeks before the General Assembly meeting of the Annual General Assembly of Parishioners. The number of nominees shall not be more than double of the number of offices to be filled.
- c) Members of the nominating committee shall not be eligible for election
- d) The election committee is also responsible for election according to requirements stated in the by- laws.
- e) The Election Committee maintains proper records during the election process and these records will be transferred to the Secretary of the Executive Committee upon the completion of the election.

Section 2 – Auditor

An external auditor shall examine the accounting records and other related items of The Church and report the findings to the Parishioners, through the Board of Trustees, as may be necessary.

ARTICLE IX – MEETING

Section 2 – General Assembly of Members

The Assembly of Parishioners' meeting is held at least once at the end of the Ethiopian calendar year during the month of August (the exact date has to be determined by the Board of Trustees).

In the meeting the financial report of the previous budget year will be presented for discussion and a budget for the new fiscal year will be presented for discussion and approval by the General Assembly.

- a) The following business must be transacted at the Assembly of Parishioners.
 - 1) Reading of reports of Board of Trustees and financial report
 - 2) Consideration of the budget for the following year.
 - 3) Election of members of the Board of Trustees for vacant positions.
 - 4) Other Church related businesses

- b) Notice

A meeting of the Assembly of Parishioners shall be announced and publicized at least three weeks prior to being held with the use of the following means of communication.

- 1) By a written announcement posted on the Church bulletin board.
- 2) **and by announcement in the Church after Mass on Sundays**

- c) Quorum

Quorum of General Assembly is by head count. The head count for spouses is conducted individually, i.e., each person is counted separately; and both a husband and a wife participates in a GA meeting.

One half ($1/2 + 1$) or $50\% + 1$ of the total number of paid-up members who are not in arrears for more than three months shall constitute a quorum of any meeting of the General Assembly. If at a first meeting, a quorum cannot be obtained, a second meeting shall be called within two (2) weeks at which time the presence of paid-up members shall be considered a quorum.

Section 3 – Special Emergency Meeting

The Board of Trustees shall call a special meeting of the Assembly of Parishioners.

- a) Whenever the Board of Trustees deems such a meeting is necessary,
- b) **When 25% of paid-up members request such a meeting.**

Section 4 – Voting

- a) **Every active member in good standing for at least one year with The Church and not behind more than three months in paying his/her dues is eligible to take part in**

General Assembly meeting and shall be entitled to one vote.

- b) Except as otherwise expressly provided herein, all actions by the General Assembly of members, the Board of Trustees, the Executive Committee, or other committees, except regarding to the status of the Church and the content of this bylaw, shall be upon the affirmative vote of a 50% + 1 majority of the members present at a duly called meeting.

ARTICLE X – FISCAL YEAR

The Church's fiscal year shall be the Ethiopian calendar year that begins on September 1 and ends on August 31.

ARTICLE XI – DISSOLUTION

The Church may be dissolved by a majority vote of ninety percent (90%) or nine tenth (9/10) vote of paid-up members voting in favor of dissolution at a duly called meeting. In case of dissolution, all Church assets and property shall be transferred to a Trust Fund based on the decision of the majority favoring the dissolution based on the law of the State of Minnesota concerning such funds.

ARTICLE XI – AMENDMENT

These by-laws may be amended or revised, at any regular meeting of the Parishioners, by a three fourth (3/4)-majority vote of the members present and voting provided a quorum is present.

Before any amendment is submitted for a vote at a GA meeting, the proposed amendments shall be published on the bulletin board of the Church and its website to members three /3/ weeks prior to the date on which the membership meeting is scheduled.

ARTICLE XII – LEGAL AUTHENTICITY

The English version of these bylaws is the only legally authentic version

Signatures

The Board of Trustees approves these amendments to the by-laws of the Church on its meeting held on May 27/2016. Members of the Board of Trustees who have duly signed to witness their approval of the amendments to the Church's by-laws are as follows:

Name	Title	Signature	Date
Melake selam kesis Getahun	Head Priest		
Melaku Bekele Weldetsadik	Chairman		
Derese Lema	Secretary		
Abera Maru	Accountant		
Asnakech Mengesha	Lead Cashier		
Tewodros Desta	Public Relations		
Dr. Asfaw Mesfin	Member		
Seble Asnake	Member		
Dinqu Guale	Member		
Alemseged Tesfaye	Member		
Tefera Kassa	Member		
Genet Hailemichael	Member		
Gezahegn Abera	Member		
Tsegaye Woldeyesus	Member		