

Bylaws

2025

ARTICLE I. NAME

The name of this community shall be the East Ohio Emmanuel Emmaus Community, Inc., hereinafter, referred to as The Community.

ARTICLE II. PURPOSE

Section 1. The Purpose of The Community shall be to inspire, renew, challenge, and equip church members for Christian action in their homes, churches, places of work and communities through The Emmaus Experience, including retreats, training and meetings.

Section 2. The Community is affiliated with The Upper Room, D.B.A. International Emmaus Ministries Office (IEMO), in Nashville, Tennessee.

ARTICLE III. MEMBERSHIP

Section 1. All persons who have completed a Three-Day Experience of the Walk to Emmaus, sponsored by the East Ohio Emmanuel Emmaus Community (EOEE), shall be members of The Community. Completion of the Experience shall be determined in accordance with the IEMO guidelines as stated in the Walk to Emmaus Board Manual.

Section 2. Persons who have completed an Upper Room Three-Day sponsored event in a different community or an IEMO recognized Three-Day movement experience may participate in the activities of The Community by requesting that The Community include their names on the membership list.

ARTICLE IV. BOARD OF TRUSTEES

Section 1. Purpose

Direction of The Community shall be vested in the Board of Trustees (the Board) in accordance with the Articles of Incorporation, filed with the State of Ohio.

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025

Section 2. Composition

a) The Board will consist of 30 lay members and 2 Community Spiritual Directors.

b) The Board will consist of the following members:

Title	Abbreviation	Member
Community Spiritual Directors**	(CSDs)	2
Community Lay Director*	(CLD)	1
Community Assistant Lay Director*	(CALD)	1
Community Ex Officio*		1
Secretary*		1
Treasurer*		1
Pre-Walk		3
Walk		3
Post Walk		3
Agape		1
Procurement		1
At Large		1
Communications		3
Tech Support		2
Community Trainer		1
Chrysalis Liaison		1
Weekend Lay Leader	(WLL)	6

*Executive Officer

**Senior CSD filling the Executive Officer role

Section 3. Executive Officers of the Board

a) The Executive Officers of the Board shall consist of the Community Lay Director (CLD), Assistant Community Lay Director (CALD), Community Ex-Officio, Community Spiritual Director (CSD), Secretary, and Treasurer.

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025

Section 4. Terms of Office

- a) The Community shall elect the layperson members on the Board for three (3) year terms.
- b) Terms of Office shall begin January 1 and shall terminate Dec. 31.
- c) Board members may be re-elected for consecutive terms of office but may not serve more than six (6) consecutive years. A person may again be eligible for election after being off the board for one (1) year. (Nomination/election to a CLD or WLL role being the exceptions.)
- d) The Board members shall elect the Community Lay Director (CLD) for a three (3) year term. The first year's role as Community Assistant Lay Director (CALD), the second year's role as CLD and the third year's role as Ex-Officio. The Community Lay Director shall serve in that capacity for only a single term and cannot be elected to serve in that role again.
- e) The Board members shall elect the Community Spiritual Directors (CSD) upon recommendation of the CLD. The term of office shall be on a rotating three (3) year basis. The CSD may not serve more than 2 consecutive terms. A CSD may again be eligible for election after being off the Board for one (1) year.
- f) The terms of service on the Board for WLL's will begin upon acceptance and end the month following the weekend event they lead.
- g) In the event any position on the Board is vacated prior to their term expiring, the Nominating Committee, as defined in EOEE Policy, will make recommendations for replacement. The Board will vote on the recommendation by the Nominating Committee.

Section 5. Election of Board Members

- a) Board members are elected by the Community except for the CLD (and affiliated roles), the CSDs, and WLLs
- b) The Community Assistant Lay Director, in combination with the At Large Board member, shall form a Nominating Committee of no less than three (3) and no more than six (6) persons each year. The Nominating Committee shall be chaired by the At Large Board member.
- c) The Nominating Committee shall determine the slate of nominees and cause the publication of the names and offices. This information shall be published in the newsletter and/or via the current communal means of communication one month

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025

prior to the Community vote conducted at the Community Gathering. An affirmative vote by those in attendance is necessary for approval.

- d) The Community Lay Director shall be elected by the Board chosen from the Community members for a three (3) year term of office, effective with the January meeting of the following year. The election shall be held in the same manner as the election of Weekend Lay Leaders. Qualified Candidates will have served as a Weekend Lay Leader prior to assuming the office of Community Lay Director.

Section 6. Weekend Lay Leader Selection and Criteria

- a) The qualifying criteria and requirements to be a Weekend Lay Leader shall be found in the EOEE Walk Weekend Related Policies.
- b) Selections for Weekend Lay Leader will be conducted by the Board six (6) months prior to the planned weekend event where the elected serves as Weekend Assistant Lay Leader (WALL). The election is to be held by means of the Weekend Lay Leader Nomination and Election Process as found in the EOEE Procedures.

ARTICLE V. MEETINGS

Section 1. Meetings

The Board shall meet monthly in regular meetings unless otherwise ordered by a two-thirds (2/3) vote of the board in a regular meeting.

Section 2. Quorum

Members of the Board present at a duly called meeting shall constitute a quorum.

Section 3. Special Meetings

Special Board meetings may be called by the Community Lay Director when requested by five (5) members of the Board or by the Community Lay Director upon consultation with the Community Spiritual Directors.

ARTICLE VI. COMMITTEES

Section 1. Standing Committees

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025

The Board shall have the authority to establish standing committees as deemed necessary for conducting the business of the Community.

Section 2. The Community Lay Director

The Community Lay Director will be an ex-officio member of all standing committees.

ARTICLE VII. WALK TO EMMAUS

Section 1. Community Guidance

The Community shall follow the guidelines of The Upper Room Emmaus Ministries programs in the presentation of any Emmaus Ministries Event, apart from traditions already established by the Community.

Section 2. Board Oversight

The Board shall have general oversight in all matters relating to the East Ohio Emmanuel Emmaus Community Walk to Emmaus.

Section 3. Weekend Lay Leaders

The Board shall choose the Weekend Lay Leaders for each East Ohio Walk to Emmaus in accordance with Article IV, Section 6.

Section 4. Spiritual Directors

The Spiritual Directors for each East Ohio Walk to Emmaus shall be vetted by the Community Spiritual Directors prior to assignment.

Section 5. Team Selection Committee

The Board shall establish a Committee to support WLL Team Development.

- a) The Team Selection Committee shall consist of the Community Ex-Officio, the Community Lay Director, the Community Assistant Lay Director, the Community Spiritual Directors, the Community Trainer, 2 Male Mentors, 2 Female Mentors, plus the 3 Male and 3 Female WLL in preparation for walks.

ARTICLE VIII. AMENDMENTS

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025

Section 1. Amendments

Proposed amendments to these regulations may be presented to the Board by any Board member, not less than one (1) meeting prior to consideration by the Board.

Section 2. Amendment Approval

Amendment approval will require an affirmative vote of at least three-fourths (3/4) of the Board in attendance. The Board approval of the changes will then be published in the Community newsletter as a notice that a vote will be taken at the next regularly scheduled Gathering.

Section 3. Amendment Adoption

Amendment adoption will require a majority vote of the members present at the Gathering and will be effective immediately upon approval. Said amendments will be incorporated by reference to the Board meeting minutes.

ARTICLE IX. RATIFICATION

The bylaws take effect immediately upon the certification by the Board of Trustees of the votes cast at the time of presentation of the regularly scheduled Gathering.

Bylaws: Approved/Revised by Board of Trustees: Date: 07/21/2025

Bylaws: Ratified by the Community: Date: 09/20/2025

Bylaws: Certified by the Board of Trustees: Date: 10/20/2025