

CONSTITUTION
Rocky Mountain Region of ECC

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Preamble

We, as members of the Catholic Church of Jesus Christ, living and working in the Rocky Mountain region of the United States of America, responding in faith to the call of the Holy Spirit through the Gospel and desiring to unite together as a Region of the Ecumenical Catholic Communion, to preach the gospel, celebrate the sacraments and carry out God’s mission, formally organized as an autonomous Region of the Ecumenical Catholic Communion, do hereby adopt this document and solemnly pledge ourselves to be governed by these provisions. We further recognize and accept the responsibility to be bound by the Constitution of the Ecumenical Catholic Communion; in the name of the Father and of the Son and of the Holy Spirit. Amen

I. Name

Formed as a non-profit corporation under the laws of the State of Colorado, the name of this corporation will be: Rocky Mountain Region of the Ecumenical Catholic Communion, Corp. (herein referred to as the RMR-ECC, the RMR or the Regional Church). The address for the corporation is (fill this in after Bishop is named and office support determined; required for incorporation)

II. Mission Statement / Being Church Together

We are people of God, baptized in Christ and professing our faith in a living Catholic tradition. We are people of faith, lay and ordained, joining together as a communion of communities in response to our baptismal call to preach the Gospel of liberation and justice; to offer a refuge in Christ for those who suffer prejudice; to stand open to dialogue with others so called and to conform our lives to the life and teachings of the Lord Jesus Christ.

The mission of the Communion and particularly the Regional Church (here identified as the Region, paralleling the term Diocese used in other regions) is an “incarnational” ministry of discipleship and evangelization. Within this context, our members recognize and celebrate the diversity of gifts the Spirit gives for the building up of the church and honor the roles of the orders of ministry within the church, and the dynamics of ecclesial interaction and relationships among them:

- The Laity – the “People of God,” into which all are joined by Baptism, are called by God as the foundation membership of the church. The Laity are drawn to various ministering roles and their active participation is supported through the gifts of the Holy Spirit among which are wisdom, knowledge, understanding, stewardship, fortitude, counsel and leadership. The people are commissioned to the ministry of justice, peace, and compassion, and to each other through their various roles.
- The Bishop – the “attentive” or “watchful one” and the “bridge builder,” who safeguards the church’s unity, holiness, catholicity and apostolicity and gives voice to our sacred communal call.
- The Clergy
 - The Presbyters / Priests, who counsel, support, encourage, nurture and inspire the People through the ministry of Word and Sacrament; and who together with the Bishop constitute the Presbyteral Circle.
 - The Deacons who, out of an intimate relationship with their local community, interpret the world to the church, and share concretely in the Bishop’s prophetic and interpretive ministry.

III. Organization

In order to understand the organization, it is helpful to first know the culture and structure of the Ecumenical Communion (ECC). The ECC is fundamentally a communion of independent Catholic communities. Each community is self-governed with their own constitution or by-laws. The communities have shared leadership where clergy and laity work together to pursue Christian missions.

Section 1. Synodal Church

The communities are joined together by shared beliefs, acceptance of the ECC constitution, and becoming part of the National ECC Synod. This means that each community sends delegates, both ordained and lay to participate in the governance of the whole church with the Regional Bishop. Lay, ordained, and consecrated see and treat each other as equals in governance. Each have assigned areas of responsibility, to proceed and act, while maintaining collaboration, communications, and transparency. Responsibility is treated as how each group can best serve the other. These relationships of service are explained in more detail in Article VII. Decisions are made in collaboration and are largely consensus based. This sharing of leadership at all levels makes us a Synodal Church.

Section 2. Rocky Mountain Region of the ECC

The organization for this new corporation has three parts; the communities of the Rocky Mountain Region, a Regional Bishop, and a Regional Council (herein referred to as the Council). The polity set forth in this document applies to all three components of the Rocky Mountain Region.

The founding communities of this Region are:

- Church of the Beloved, Northglenn, Colorado;
- Church of the Holy Family, Aurora, Colorado;
- Light of Christ ECC, Longmont, Colorado;
- Mary of Magdala ECC, Fort Collins, Colorado;
- St. Paul Lutheran and Catholic Community of Faith, Denver, Colorado.

Section 3. Member Churches in Good Standing

The autonomous faith communities of the Rocky Mountain Region are those which:

- Are incorporated within their respective state and operate under their respective, viable Constitutions;
- Are self-sustaining and faithful to their fiscal responsibilities to the Region and the national ECC;
- Fully participate in the synodal governance of the Region and the national ECC; and
- Share in the communal life, mission and prayer of the Region and the national ECC.

Other faith communities within the geographic boundaries of the region that desire to join must:

- Commit to the above conditions;
- Meet all other existing requirements for ECC membership as described in the Constitution and Bylaws of the Ecumenical Catholic Communion;
- Apply through the Council.

Section 4. Missions and other ministerial affiliates

The work of the church in the world may take diverse form beyond the life and ministry of the traditional parish/church. The Spirit sometimes leads us to explore out-of-the-box models of church, liturgy and faith formation, bringing church to where the people are.

Certain defining characteristics should ordinarily be in place to safeguard any particular outreach's relationship with the Regional Church. Such requirements would include:

- Being in relationship with an existing ECC church.
- Having clergy and lay leadership.
- Maintaining clerical relationships with the local Presbyterium.
- Encouraging member participation in Regional gatherings.
- Said affiliates would have voice but no vote in Regional decision-making.

Section 5. Ethical Code of Conduct

The region will adopt an Ethical Code of Conduct modeled after one currently in use by the Church of the Beloved. This Code of Conduct applies to all who work within the region, both employee and volunteers.

IV. The Regional Bishop

The Regional Bishop or Ordinary is the principal guardian and one who empowers the Body of Christ. With and among the people as their primary servant leader, shepherd, teacher, and ordinary liturgical presider, the Bishop is a visible sign of our unity in Christ Jesus and gives the Region a voice at the national ECC. The Bishop also serves as the regional leader of the ECC in our ecumenical, interfaith and secular relationships.

The Bishop is an employee at will of the Region. The Regional Council is empowered on behalf of the Region to act in the role of the employer. The Regional Bishop has no employment or management responsibility regarding the clergy or laity of the region.

Section 1. How is the Bishop Called and Affirmed?

A. Duties of the Regional Council

- Determines that a Bishop needs to be called and forms a Call Committee, comprised of lay and ordained members from each community of the Region.
- Reviews and approves process developed by the Call Committee and works to ensure a fully transparent and prayerful process.

- The Council and the Call Committee confer with the Office of the Presiding Bishop before the list of candidates is published, to promote full transparency.
- Meets with all candidates.
- Calls two members from each community to serve on the Regional Election Team
- Determines if any one candidate has received two thirds of total membership votes. If no one candidate as received at least two thirds of total membership votes, the Council may schedule another election where candidates are listed in descending order of votes received on the first ballot.
- Presents the Bishop-Elect for affirmation at the next ECC Synod. If said Synod is more than one year away, the alternate procedures for affirmation detailed in the ECC Constitution are followed.

B. Duties of the Bishop Call Committee

- Develops a draft Bishop Ministry Description utilizing information from appropriate sections in the Regional Constitution detailing the qualifications for and responsibilities of this ministry.
- Creates a cover letter detailing the nomination and election processes, including the process calendar and submits it to the Regional Council for approval.
- Following approval by the Regional Council, the Call Committee publishes the Cover Letter, Ministry Description, Nomination Form, and the process calendar. This information is sent to all Communities in the Region, opening the call for nominations.
- Receives nominations and notifies prospective candidates of the nomination as is received. Each prospective nominee is asked to pray about, discern, and formally accept or decline their nomination.
- Compiles the list of candidates and forwards it to the Regional Council.
- Works with the Regional Council to set the date for voting for the Bishop-Elect.
- Designs and creates the initial and all subsequent ballots and forwards draft to Regional Council for approval. Approved ballots are forwarded to the Regional Election Team.

C. Duties of the Membership

- Prayerfully consider who among us may have the qualifications, charisms and calling to fulfill this ministry of service for the Region.
- The candidates and members of the Region enter a period of communal discernment for a stated period of time, during which communities have opportunities to interview candidates.
- Each community determines who among those in the community is a member in good standing, eligible and/or invited, and encouraged to participate in voting for a bishop.
- To acknowledge the call to participate and serve on the Regional Election Team.
- All community eligible/invited members vote for the bishop at a time determined by the Regional Council.

- Each Community distributes ballots to eligible/invited voters according to Regional By-Laws (see detail below).
- All communities' cast ballots and official lists are forwarded on to the Regional Election Team.
- Regional Council determines if any one candidate has received two thirds of total membership votes. If no one candidate has received at least two thirds of the total membership vote, the Council shall instruct the Call Committee to revise the ballot for subsequent vote.

Section 2. Confirmation by the National ECC Synod is necessary for affirmation of the election of the candidate for episcopacy as prescribed in applicable canons of the ECC constitution.

Section 3. Elected Term of Office - Six years and not to exceed two consecutive terms. A Bishop may be re-elected after a period out of office of at least 2 years.

Section 4: Filling an Episcopal Vacancy before the Bishop's term expires. If the current Ordinary leaves office before their term expires, the Council carries on with the administration of the region. A new Bishop Call Committee is formed to begin a search and coordinate a new election. The Council in consultation with the Presiding Bishop determines a path forward to address the spiritual needs of the Region during this period of transition.

Section 5. Duties

A detailed and current version of the Regional Bishop's duties is maintained on the Region's website. It can be found under the title of [Regional Bishop's Ministry Description](#). The duties listed below are a summary of the more detailed document.

A. Decision-Making:

- The authority of the Regional Bishop is grounded in a relationship with the People of God in this place. Bishops, then, exercise spiritual authority within the Christian community, not juridical power over the members of the community.
- Honoring the principle of subsidiarity, the Bishop promotes decision-making on the least-centralized level to empower local communities.
- The Regional Bishop is the ultimate authority on matters pertaining to the responsibilities of the Episcopal Office, particularly with regard to our common faith and the moral, liturgical and sacramental life of the Regional Church. The exercise of this authority necessarily entails the education of those impacted, working toward broad understanding so that decisions are not being dictated.
- Collaborating with and having a voice on the Regional Council, the Bishop guides and coordinates the holy conversation, with consensus as the Council's goal.

B. Shepherding:

- The Bishop knows and is known by the people, is aware of their needs and addresses their concerns. The Bishop also serves as an arbiter and bridge-builder to further our common identity and mission.
- Bishops exercise spiritual authority within the Christian community, not juridical power over its members.
- The Bishop is a Pastor to the priests, deacons and lay leaders of the **Region**, celebrating their gifts, supporting them in their challenges, encouraging their continuing education and deepening faith, and empowering the People of God as they address the needs of the world.

C. Relational:

- The Bishop maintains unity of the Region with the national ECC, provides teaching and guidance on matters of faith and ethics in keeping with the unifying central tenets of the ECC.
- The Bishop serves as the Region's voice on the Episcopal Council of the ECC, that we might share our gifts and insights with the wider Church and learn from others.
- The Bishop develops collaborative relationships with other faith and civic leaders to increase the visibility of the ECC and better live into our ecumenical identity.

Section 6. Compensation of the Bishop

- Nominal housing allowance and reimbursement of approved expenses.
- The Bishop and Council negotiate future compensation and expenses.

Section 7. Removal of Bishop. The ECC Presiding Bishop, or their representative, is a non-voting observer of these proceedings, to insure due process. The Regional Bishop may be dismissed for reasons determined valid by a three fourths vote of the Regional Council (minus the Bishop) while observing steps below to assure a fair process.

A. Criteria / reconciliation

- In the event of serious impropriety by the Regional Bishop, the Council by three fourths vote (minus the Bishop) may suspend the Regional Bishop's duties pending investigation. The length and terms of the suspension is at the Council's discretion.
- In the event of a serious conflict of governance or spirituality between the Regional Bishop and the Council, the Council meets with the Regional Bishop at least twice, at least one week apart, to seek reconciliation.
- If appropriate to the circumstances, the Council and/or the Bishop will seek mediation.

In the event that all attempts at reconciliation have failed, the following procedure will be followed.

B. Procedures for removing a Regional Bishop

- The Regional Council reports to the membership of the Region relevant and appropriate information about the removal and the efforts made toward reconciliation.
- In the event that the Regional Council has not utilized mediation by a representative of the ECC Presiding Bishop, and the Regional Bishop chooses to contest termination, they may choose to ask the Presiding Bishop to review the termination.
- Removal or termination must be reported to the Office of the Presiding Bishop of the ECC.
- A three-fourths vote of the Regional Council (minus the Bishop) in favor of terminating the Regional Bishop's employment is required. At least two council members will be selected by the Regional Council to negotiate the terms of separation with the Regional Bishop. The final terms of separation must also be approved by a three-fourths vote (minus the Bishop) of the Regional Council.
- In the event that the Regional Bishop wishes, for their own reasons, to leave the Region or step down from their position, the Bishop and the Regional Council then determines a process for a good and blessed separation of the Regional Bishop from their responsibilities. Allowance may be made for the former Bishop to continue participation as a member of an individual community.

V. The Regional Council

The Regional Council has been active in the region since 2008. The Regional Council is composed of one ordained and one lay delegate from each member community. Where this is not practicable, lay delegates may serve as ordained delegates as needed for community representation. Each community determines their own procedure for how their delegates are selected. The Regional Bishop once called to service, becomes an ex-officio, voting member of the Council.

Section 1. Description of the Council: The Council is a body of discerners and decision-makers who, in many cases, may be implementers of their own decisions, i.e., a working council. In addition, the Council is a collegial, consensus-building body, wherein its collegiality is derived from our Baptismal call and the bonds of affirmational love within the Body of Christ. Council members are not compensated due to their membership on the Council.

Section 2. Purpose: The purpose of the Council is to serve the relational, social, and organizational needs of the people of the Region, in collaboration with the Regional Bishop. Its representative authority to serve derives from the Spirit present in the Region's faith communities and the communities' delegation to act on their behalf. The Council is accountable both to the faith communities whom it represents in Regional, fiscal, and administrative matters, and to the ECC Constitution and By-laws.

Section 3. Affirmations: The Council attests that its responsibility to serve derives from these beliefs:

- The Baptismal call to serve arises from the Gospel example of Christ;

- All good authority in the ECC manifests itself in service to the People of God;
- Discerning the will of the Holy Spirit is more likely when the collective voices of the group are heard rather than any single voice; therefore, Regional ECC members are always welcome to attend and participate in meetings as guests.

Section 4. Functions of the Council shall include the following:

- Defining policies and developing procedures for the efficient operation of the Region as representatives of their respective communities;
- Identifying and securing human resources from the Region's communities to support the activities of the Region;
- Engaging possible new communities interested in learning more about the ECC;
- Initiating and facilitating the work associated with calling forth a Bishop when appropriate;
- Promoting ecumenical relationships within the Region;
- Facilitating relationships among the Regional member communities, such as retreat opportunities, social outreach, and educational events;
- Sustaining ongoing communications by all available means;
- Fostering relationships with other ECC communities outside the Region;
- Administering special projects related to growth, including hiring employees, writing job descriptions, reviewing performance, and obtaining funding;
- Receiving and processing formal requests for constitutional amendments;
- Suggesting a standard tithing percentage as an expectation from each of its constituent communities. These regional responsibilities are in addition to the tithe to the Office of the Presiding Bishop.
- Wisely distributing contributions from member communities for the Bishop's compensation and other expenses on the business side of the RM Region such as periodic Region-wide gatherings, continuing education / retreat opportunities, resources for conflict resolution, reimbursement for accounting services, etc.

Section 5. Officers: For the purpose of conducting its business, the Regional Council selects a Chair, a Secretary and a Treasurer / Budget Officer whose duties and period of service are determined by the Council. The Council may appoint other officers or committees, as needed. The Regional Bishop is the official representative of the Rocky Mountain Region of the ECC, and as such shall function as the President of the Corporation as recognized by the State.

Section 6. Composition and Terms of Service: The Council is comprised of people of faith from within the Region who are committed to the ECC. Each faith community in the Region selects two members, where practicable, one lay person and one member of the clergy. In addition, the Regional Bishop also serves on the Council.

Lay members hold two-year terms. Terms are staggered so that a majority of the lay council members are not rotated out of office in the same year. In the event of unanticipated

departures from the Council, the respective faith community selects a replacement to serve for the duration of the term.

Section 7. Call and Discernment of Members: As terms expire, each community invites members who are interested in serving the Region. These prospective members accept the call to fulfill the purpose and the function of the Council, in the spirit of the affirmations. If there is more than one prospective member, it is the responsibility of each faith community to discern and select their own Regional Council member.

Section 8. Decision Process: The goal for all decisions made by the Council is to form consensus. This requires open discussion, willingness to compromise, and prayerful consideration of fellow members' points of view. If a decision is necessary, but consensus is not reached at a first or second attempt, the Council chooses a course of action from the following: Error! Bookmark not defined.

- Table discussion of the issue for a set period of time, two weeks or one month, so that members can consult with members of their community, pray, and have off line discussions with other Council members. Then, when the time period has elapsed, make another attempt at forming consensus.
- Table the discussion indefinitely and see if the issue persists, grows or diminishes.
- Determine that consensus cannot be reached and vote on the issue.

A. Voting: When voting is chosen, a two thirds majority is required. Each member and the Bishop have one vote. For the vote to be valid, a quorum is required. A quorum is two thirds of the total membership from communities in good standing and able to staff their participation on the Council, and must include the Bishop.

B. Subsequent Actions: It is important for all parties to recognize that one of the most important duties of leaders is to promote and maintain unity within the region. If the Council and/or the Bishop find that an impasse to their moving toward consensus threatens to disrupt the unity of the region, the following options may be followed:

- The Bishop or two thirds of the Regional Council may call a Regional Synod to discern, through the Spirit, the *sensus fidelium*, the sense of the faithful.
- If the issue at hand involves the faith, moral, liturgical and sacramental life of the Regional Church, the Bishop and/or the Council may request the ECC Episcopal Council serve as a Court of Review for the matter.

VI. Regional Gatherings / Synods

The ultimate authority in the Regional Church is the Spirit moving among the people. Purposeful gatherings of the Regional Church for Holy Conversation may be called by the Bishop and/or the Council. All the membership is encouraged to participate.

Section 1. Gatherings may consist of, but are not limited to, regional liturgies, seminars, retreats, holy conversations and formal meetings of the Regional Church. Such gatherings are supported by the Regional Council and Bishop.

Section 2. Preparing for Synod: The Regional Council, by a two-thirds vote, and/or the Bishop may call a Regional Synod to discern the *sensus fidelium, sense of the faithful*, on important issues as needed for the direction of the Regional Church and for the purpose of regional decision-making in which an actual vote by community delegates is required. The Office of the Bishop chairs the assembly. The Bishop may act as the Synod Chair or may appoint a person, or persons, to perform as Synod Chair to conduct Synod business and to chair all or part of the assembly.

- Communities discern and discuss the agenda in advance and communicate their views to their delegates so that they may make an informed vote on their behalf.
- Regional Synods meet as one assembly. Such assembly is constituted of House of Laity and House of Pastor voting delegates.
- The number of voting delegates is proportional to the membership of the respective communities.
- When a Regional Synod is called, the Regional Council determines how many delegates in addition to one lay representative and one pastoral representative is called from each community.
- Missions and other ministerial affiliates may send representatives to Synod as determined by the Council but have no vote in Regional decision-making.

Section 3. Decision Making Process: steeped in prayer, held in prayer - begin, journey through and end in prayer.

- Many issues are resolved in a spirit of consensus and may be determined by voice vote. However, the chair or other voting member may call for a count, a division, show of hands.
- Approval by a two-thirds majority of both the House of Laity (HOL) and House of Pastors (HOP) voting members at Synod are required for any matter that requires a vote, including Constitutional Amendments.

VII. Relationships of Service

The relationships within a Synodal Church are relationships of service. It is much more democratic than hierarchical church models. The laity, clergy, and bishops define their roles as how they provide service to one another. They recognize and respect differences in roles between lay and ordained but treat each other as equals in the eyes of God. The attitude in a

Synodal Church is that leaders are to serve the whole church, not to exercise authority over them.

Section 1. Bishop's Service to Communities and Council: The Regional Bishop is keeper of the faith to all the communities in the Region. The Bishop serves all the communities of the Region in many ways, among them the following:

- Being the primary servant leader and shepherd of the Regional Church. Fostering and celebrating the sacramentality of the Word, the Eucharist, and the community.
- Preside or co-preside at Conformations and ordain individuals called to the priesthood or diaconate.
- Leading collaborative testing of new movements and understanding of the Spirit.
- Providing teaching and guidance while preserving the faith and guarding against heresy.
- Being a pastor to all pastoral leaders, lay and ordained, of the Region.
- Being counselor and mentor to candidates for ordination.
- Being the voice of our Region on the ECC Episcopal Council.
- Representing all of our communities to other religious organizations within our Region.

The bishop provides additional services to the Regional Council as follows:

- Provides theological and sacramental leadership
- Assists in setting agendas and priorities for the Regional work

Section 2. Council's Service to Bishop and Communities: The Council is the Bishop's employer, and provides services to the Bishop in the following ways:

- Provides the human resource necessary to implement much of the Region's work.
- Provides context and detail to the Bishop for issues within each community.

The Council provides services to the communities in the following ways:

- Makes decisions on behalf of the communities they represent
- Provides communications about Regional events and issues.
- Identifies and provides educational needs for the communities.
- Provides leadership for coordinated Regional initiatives, such as calling a Bishop.
- Organizes regional gatherings to promote unity and mission.
- Coordinates initial gatherings of the Region's national delegates in preparation for ECC Synods.

Section 3. Communities Service to Bishop and Council: The communities serve both the Bishop and the Council primarily with resources. These include:

- Human resources to fill committees and councils.
- Financial resources to fund the Council's initiatives and the Bishop's compensation.
- Prayer, primarily for the leadership of the ECC and the whole church throughout the world.

- Members of faith communities acknowledge and embrace serving within their own faith community as their primary obligation, along with serving those in the larger communities in which we live.

Section 4. Communities' Service to the Bishop's Home Church: In the event that the Regional Bishop also serves one of the Regional Churches as pastor, the other communities will support said church with resources (e.g., substitute presiders' stipends) and in other ways to share their sacrifice and enable their mission.

This is what God Commands of us: to serve one another.

VIII. Organization and Corporate Records

Section 1. Organization: The RM Region and its communities are organized exclusively for religious and charitable purposes. No part of the net earnings of the Region will benefit or be distributed to its members, to members of its constituent faith communities or other private persons, except that the Region shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth above.

No substantial part of the activities of the Region will be the carrying on of propaganda, or otherwise attempting to influence legislation. It will not participate or intervene in, or contribute money to, any political campaign on behalf of or in opposition to any candidate for public office, including the publishing or distribution of statements. As the religious leader of the RM Region, the Regional Bishop shall not make public statements, or publicly participate in any political campaign on behalf of or in opposition to any candidate for public office. Nothing here shall prohibit the Regional Bishop from doing so privately, or from any clergy or member of the Regional Council from doing so in their own name, while announcing that their opinion or action does not reflect the position of the RM Region. Notwithstanding any other provision of these Articles, the Region will not, except to an insubstantial degree, engage in any activities or exercise any power that are not in furtherance of the purpose of this Region.

Section 2. Board of Directors: The Council acts as the Board of Directors of the corporation for legal purposes. No member of the Board of Directors, (i.e. the Council) or any officer will be personally liable for the debts, liabilities or other obligations of the Region if the member or officer conducted themselves in good faith, and they reasonably believed that their conduct was in the Region's best interest and not a violation of the Region's Conflict of Interest Policy; and in the case of any criminal proceeding, the member or officer had no reason to believe their conduct was unlawful.

Section 3. Maintenance of corporate records: The Corporation will keep at its principal office and make available to members of its constituent faith communities at all reasonable times during office hours:

- Minutes of all meetings of the Council.
- Adequate and correct books and records of account, including accounts of its properties and business transactions and accounts of its assets, liabilities, receipts, disbursements, gains and losses.
- A copy of the Corporation's Articles of Incorporation, Constitution and Bylaws as amended to date.

Section 4. Accounting of all funds should reflect standard business practice in accordance with federal and state laws. All contributions and expenditures should be recorded in a timely fashion, and the treasurer should publish a summary of its activities on a regular basis as determined by the Regional Council.

Section 5. Signature Authorities: At a minimum the following have signature authority on the Region's banking accounts. One signature only is required for budgeted expenditures. Two signatures are required for unbudgeted expenditures exceeding an amount specified by Council.

- Council treasurer;
- Two other Council members named by the Council

Section 6. Reports required by Law: The Regional Council will cause any annual or periodic report required under law to be prepared and delivered within the time limits set by law.

Section 7. Conflict of Interest Policy: The Organization shall adopt a Conflict of Interest Policy to protect the Organization when it is contemplating entering into a transaction or arrangement that might benefit the private interest of the Bishop or a member of the Council.

IX. Region Property

Section 1. The Region shall not hold title to lands, real estate, or any other property of the member parishes of the Region.

Section 2. The Bishop, shall not purchase, lease, encumber, alienate, or convey any lands or real estate without the consent of the Regional Council.

Section 3. In the event of the dissolution of the Diocese, assets will be divided among the communities of the region who have 501 (c) (3) status.

X. Adoption of this Constitution

Section 1. Holy Conversations. The ratification process for this Constitution is being accomplished through holy conversations that occur over an extended period of time. Conversations include prayer, education, discussion and celebration. Most of the preliminary work was completed by the two ad hoc teams, to prepare documents to stimulate and sustain

the holy conversation. All parties with a vested interest in this process have various opportunities to contribute to the conversation.

Section 2. Parties included in the conversation are:

- Laity and clergy of the Rocky Mountain Region communities;
- The Regional Council;
- The Regional Vicar;
- Two temporary ad hoc committees known as the Bishop Call Team Committee and the Polity Team;
- The Office of Presiding Bishop;
- The Regional Bishop-Elect.

Section 3. Ratification and Adoption. The Constitution shall become effective and be considered adopted when ratified by a two-thirds majority vote taken of community members - laity and clergy - within the four of the Region's five communities. Such votes within a community may be taken through private ballot or counted show of hands. The timeline and administration of the process will be determined by the Council.

XI. Amendments to the Constitution

Over time, the Constitution will need amending, a very deliberate process that must be conducted with a high degree of transparency. An amendment can be initiated by any individual community member, a community, the Regional Council or the office of the Regional Bishop. The Regional Council is responsible for administering the amendment process. There are three distinct phases to implementing a Constitutional change.

- Initiation
- Deliberation and Determination
- Affirmation

Section 1. Initiation The initiation step includes all of the work required to get an amendment ready to present to the Regional Council. The Proposal for Change must include, in writing, the following criteria.

- The names of the organization(s) requesting the amendment;
- A goal or reason for the amendment;
- A statement assessing the urgency of making this amendment;
- A marked-up version of the existing Constitution showing words, paragraphs, or articles to be removed and/or added.

Section 2. Deliberation and Determination When the Council receives the proposal, they enter into a discussion and deliberation period. Council members may need to discuss the proposal with their community leadership. The Council determines if the proposal should be accepted, rejected, or modified. If the work of modification is substantial, Council may delegate

the work to a committee. If the proposal is rejected by the Council, the submitter has the option of bringing it to the next Regional synod.

Section 3. Affirmation Major changes to substance or meaning demand a process whereby every community affirms or rejects the change to the Constitution.

- Amendments may be ratified by a two-thirds majority vote taken of community members - laity and clergy – within the Region. Such votes within a community may be taken through private ballot or counted show of hands. The timeline and administration of the process will be determined by the Council.
- It is also possible that the affirmation take place at a Regional Synod. Approval by a two-thirds majority of both the HOL and HOP at Synod is be required for a Constitutional Amendment.