

**BY-LAWS OF
NORTHERN MICHIGAN DECOLERES TEENS ENCOUNTER CHRIST**

Revised August 16, 2014

ARTICLE 1

1. Name: The name of this ministry shall be Northern Michigan DeColores Teens Encounter Christ a/k/a Northern Michigan Deco-TEC.
2. Purpose: This is a non-profit corporation is organized to minister the Good News of Jesus Christ to, with and for teens fourteen through nineteen years of age, i.e. board approval for any exceptions. Its intent is to provide a religious evangelization and Christian initiation experience for teens and basses this central experience in the Paschal Mystery of Jesus Christ.
3. T.E.C. was established by Secretariat of DeColores En Cristo in Muskegon, MI. Northern Michigan TEC is currently under the auspices of the U.S. Internal Revenue Code 501(C) (3) listed under Muskegon Tec. However, we are registered with our own d.b.a.
4. Deco-TEC, Inc. is financed under the following general plan. By charitable donations and gifts from wills and/or trust agreements that are allowed under U.S. Internal Revenue Code 501(C) (3). Deco-TEC, Inc. is organized on a non-stock basis.
 - A. Nonprofit Corporation. The corporation shall be operated exclusively for religious, charitable, scientific, literary, and educational purposes within the meaning of Section 501 (c) (3) of the Internal Revenue Code of 1986 as a nonprofit corporation. No member of the corporation shall have any title to or interest in the corporation's property or earnings, nor shall any member have part of the net earnings or the corporation. No substantial part of the activities of the corporation shall consist of carrying on propaganda or otherwise attempting to influence legislation, nor shall the corporation participate in or intervene in any political campaign on behalf of, or in opposition to, any candidate for public office.

ARTICLE II

1. Governing Board: The governing body of Northern Michigan Deco-TEC shall be the members of the Northern Michigan Deco-TEC Board.
 - A. Secretariat. The business and affairs of the corporation shall be managed by a Secretariat, which is made up of both elected and appointed members. The Secretariat will have the responsibility and authority for the management of the corporation's business, property, personnel, affairs, and funds. It will have authority to do and perform all acts and functions permitted for an organization described in Section 501 (c) (3) of the Internal Revenue Code of 1986 which are consistent with these Bylaws, the Articles of Incorporation, and the laws of the State of Michigan.
 - B. Compensation. No officer or board member of the Secretariat shall receive compensation for any work performed on behalf of the corporation, but this shall not prevent the Secretariat from reimbursing any person for expenses incurred while carrying out corporation business.
 - C. Execution of conveyances, mortgages and contracts. The Secretariat may in any instance designate one or more persons to execute any contract, conveyance, mortgage, or other instrument on behalf of the corporation.

2. Administration: Northern Michigan Deco-TEC shall be governed and administered independently of other DeColores En Cristo Secretariats.
3. Business: The affairs of the Northern Michigan Deco-TEC ministry shall be managed by the Northern Michigan Deco-TEC Board.
4. Membership: The membership of the Board will include the following voting members:
 - A. Spiritual Director
 - B. President
 - C. Past President
 - D. Vice President
 - E. Secretary
 - F. Treasury
 - G. Six (6) Adults at Large
 - H. Eight (8) Teens at Large
 - I. Four (4) Post Teens at Large
 - J. Registration (2)
 - K. Inventory (2)
 - L. Historian (1)
 - M. Newsletter (1)
5. Qualifications:
 - A. Nominations for membership of adults on the Board shall be taken from those adults who have exhibited a willingness to actively support the purpose of the T.E.C. ministry and have attended a Cursillo, DeColores and/or a Deco-TEC weekend.
 - B. Nominations for membership of teens on the Board shall be taken from those teens that have attended a Deco-TEC weekend.
6. Election: Election to the Northern Michigan Deco-TEC Board shall be accomplished as follows, with the exception of the Spiritual Director, who will be appointed by the Board.
 - A. Perspective members are solicited from the DeColores, Cursillo, T.E.C. and Deco-TEC communities.
 - B. Names are submitted to the Board.
 - C. The Board discusses nominees
 - D. The vote is taken noting the rank of votes each person receives.
 - E. The President notifies the person receiving the highest number of votes. If he/she accepts a seat on the Board, the election shall be concluded. If refused, the President shall notify the person receiving the next highest number of votes. If he/she accepts a seat on the Board, the election shall be concluded. If refused, the President shall notify the person receiving the third highest number of votes. If he/she accepts a seat on the Board, the election shall be concluded. If refused, the President shall notify the Board and the election process shall be repeated.
 - F. Adult at large position on the Board can be represented by a couple with one vote or as two positions by a couple with a vote each. This must be determined at the time the couple is nominated.

7. Length of Office: The length of office of members of the Northern Michigan Deco-TEC Board shall be as follows:
 - A. Spiritual Director's term of office shall be two years, with the possibility of succeeding himself or herself as Spiritual Director of the Northern Michigan Deco-TEC Board.
 - B. Adult Members shall be nominated in November, elected in December, with a term of office beginning in January, for a period of two calendar years. The term of office is established with the possibility of consecutive terms, but not to exceed two consecutive terms.
 - C. Teen members shall be shall be nominated in November, elected in December, with a term of office beginning in January, for a period of two calendar years. The term of office is established with the possibility of consecutive terms, but not to exceed two consecutive terms.
 - D. The term of the President shall be one year at which time he/she will become the Past President and the Vice President will take over the duties of President.
 - E. Nomination of the person to serve as Vice President shall be taken from the Northern Michigan Deco-TEC Board Members. Qualifications for nomination as Vice President shall include three years active membership in DeColores, Cursillo or Deco-TEC and have served as a Board member for a minimum of one year.
 - F. Immediately following the election of Board members, the Board will proceed to elect its own officers who shall consist of:
 - Vice President (adult board member)
 - Secretary (adult board member)
 - Treasurer (adult board member)
 - G. A person elected to fill a non-expired term of a Board member is eligible to be elected to serve a full consecutive term.
 - H. Once a Board member has served their term of office, they cannot succeed themselves as a Board member for a period of at least two years.

8. Removal from the Board: Any member elected or appointed by the Board may be removed by the Board:
 - A. Whenever in its judgment the best interest of Northern Michigan Deco-TEC would be served thereby, but such removal shall be without prejudice to the person so removed.
 - B. Three unexcused absences in a calendar year from the Board meetings shall constitute reason for possible removal from the Northern Michigan Deco-TEC Board. This review is to be done by the Board.

ARTICLE III

Responsibilities: The responsibilities of the day to day operation of Northern Michigan Deco-TEC. shall be under the direction of the officers of the Board.

1. The President shall be the principle officer of the Board, and shall, in general, supervise the affairs of the Board, preside at all meetings of the members of the Board. The President may delegate any or all duties at his/her discretion to members of the Board after consultation with said Board members. The President will not make any decisions on his/her own. All decisions must be made by the executive Board and then carried out by the President. If he/she is not comfortable carrying out a decision they may request the assistance of the Spiritual Director.
 - A. The Executive Board shall consist of no more than six positions including: the Past President, the President, the Vice President, the Treasurer, the Secretary and the Board Spiritual Director. The Executive Board shall only be active if the Board Membership is greater than 18 persons and in the event that circumstances dictate an emergency during the time period of one week prior to a

Northern Michigan Deco-TEC weekend through one week following the same weekend. The weekend Director and/or Head Wheat Leader shall contact the President if an emergency situation arises during this time period. At all other times a good faith effort shall be made to contact all Board Members and schedule an emergency board meeting including no less than 1/3 of the Northern Michigan Deco-TEC Board.

2. In absence of the President, the Vice President shall perform the duties of the President and when so acting, shall have the powers of any duty, be subject to all restrictions upon the President. The Vice President shall perform such other duties as from time to time may be assigned by the President and/or by the Board, If the Vice President is not available, then the Past President will step in.
3. The signers on the Deco-TEC account are to be the Treasurer and the Executive Board with the Vice President auditing the books every six months. If two members are of the same family, one member will not be allowed to be on the list of signatories and an Adult at Large will be chosen to be a signatory on the account.
4. Meetings. The Secretariat will meet monthly at a time and place specified by the board to conduct the business of the corporation. There shall be no less than ten meeting per year. In addition to the regular meeting, special meetings may be called by the President.
 - A. Quorum and Voting Requirements. One third (1/3) of the total number of Secretariat members represent a quorum for the transaction of business at any Secretariat meeting. Robert's Rules for Order shall govern all meeting of the Secretariat.

ARTICLE IV

Objectives: The objectives of the Northern Michigan Deco-TEC are:

1. Providing for the fostering and development of the Northern Michigan Deco-TEC program.
2. Continuously examining and appraising the on-going program and taking appropriate action to assure continued services.
3. Being aware of the on-going needs of the Northern Michigan Deco-TEC community.
4. Establishing policies and/or take action to meet the needs of the Northern Michigan Deco-TEC community.
5. Communication of the policies and actions of the Board to the Northern Michigan Deco-TEC community.
6. Providing the area DeColores secretariats with requested information.
7. Communicating information concerning Northern Michigan Deco-TEC to area clergy and Christian communities.
8. Organizing reunion and fund raising activities when needed.
9. Developing in-service leadership training for both youth and adult, oriented to assure quality in the movement and faithfulness to the original spirit of Northern Michigan Deco-TEC.

ARTICLE V

Deco-TEC Weekends: These are the rules regulating a Deco-TEC weekend.

1. The donation from each member of the inside team is \$35.00
2. The qualifications for Director for a Deco-TEC weekend will be:
 - A. Have been active in the Deco-TEC community for at least 2 years.
 - B. Have worked at least two Deco-TEC weekends.
 - C. Have been a Wheat Leader, Coordinator for a DeColores weekend, and/or attended a Deco-TEC Fourth Day Workshop/DeColores Fourth Day Workshop.
 - D. Given at least one talk.
 - E. At least 24 years old
3. Team positions. It is recommended that the team for a Deco-TEC Weekend consist of not more than (45) members. The team shall consist of the following:
 - 1 Director (gives "Faith Journey" talk)
 - 1 Co- Director (gives "God Is Love" talk)
 - 2 Spiritual Directors
 - 1 Head Wheat Leader
 - 3 Wheat Team Leaders (adults)
 - 12 Wheat Team members "Wheaties" (teens)
 - 2-3 Musicians (recommend at least 1 teen)
 - 3-4 Cooks
 - 7 Talkistas (adults)
 - 3 Talkistas (teens)
 - 4 Table Leaders (keep in mind Teen Table Leaders are also responsible for Saturday & Sunday morning meditations)
 - 1 Head Prayer Warrior
 - 3-4 Prayer Warriors (at least 2 must be adults)
4. The size of the team may be adjusted to the number of candidates and size of the host facility
5. There should be no more than one Table Leader per table and no more than two team members per table.

ARTICLE VI

Conduct on a Deco-TEC weekend: Any of the following is grounds for dismissal from a weekend.

1. Inappropriate behavior as deemed by the Leaders
 - A. Under 18 years of age, smoking is strictly prohibited. Adults and team members are strongly encouraged to set example.
 - B. Alcohol is strictly prohibited on all weekends.
 - C. Inappropriate sexual behavior.
 1. Appropriate Christian hugs, 2 seconds, allow room for an inflated balloon between the two hugging. A "couple" on a weekend should not show enough affection to be known as being together by people on the weekend. No groping, kissing, or hanging on each other.
 - D. Language – no idle gossip or slander, no foul language.

- E. Electronics – Only Spiritual Directors and the head wheat team leader will have cell phones. Any other electronic devices will be asked to not be brought on the weekend or will be taken away if seen on the weekend. This applies to all TEC activities. (Including but not limited to: ipads, ipods, mp3 players, mp4 players, cd players, computers, netbooks, nooks, kindles, etc. If you bring music for your talk, give to the head wheat team leader so that it is available for your talk.)
 - F. Dress Code – No less than three fingers across the shoulder for strap. Hand at the collar bone, dress cannot be shorter than the bottom of the hand. No sagging pants.
 - G. Energy Drinks – limit of no more than 3 in a 24hr period.
 - H. Sleep – Go to bed when asked the first time. Tired or not you must do your job and set the example for the weekend you are working on.
 - I. Outside team – is limited to the prayer chapel or the sanctuary depending on which area is not being used. Kitchen help is only allowed in the kitchen and dining areas to service and not interact with the weekend.
2. Talks. The following structured talks shall be given in the following order on the day indicated. No other talks shall be given.
- A. Ideals (teen) - Friday
 - B. Faith Journey (Director) -Friday
 - C. Sacred Scripture* - Friday
 - D. Paschal Mystery* - Friday
 - E. Metanoia* - Friday
 - F. Prodigal Son/Daughter (teen is preferred) - Friday
 - G. God is Love (Co-Director) - Saturday
 - H. Christian Life (adult or mature teen who displays the Christian Life) - Saturday
 - I. Church: The People of God (adult) - Saturday
 - J. Signs* - Saturday
 - K. Universal Call to Holiness (adult or mature teen) - Saturday
 - L. Single Life (adult) - Sunday
 - M. Marriage (married couple) - Sunday
 - N. Going Forth in Ministry “Religious Vocation”* - Sunday
 - O. Christianity in Action (teen) - Sunday
 - P. Beyond Deco-TEC (teen) – Sunday

*Spiritual Directors’ talks which shall be given by a Spiritual Director. All other talks are given by lay people. A lay person is someone who does not meet the qualifications of a Spiritual Director.

Any changes to the above must be approved of by the board.

3. Meditations. The following talks known as meditations shall be given at the following times:
- A. What does it mean to me that Christ is risen? (teen table leader recomm.)–Saturday Morning
 - B. What does it mean to me to go forth in Christ? (Teen table leader recommend.) – Sunday Morning

ARTICLE VII

Dissolution: If at any time the Board of Northern Michigan Deco-TEC should choose to dissolve this ministry, all monies and real and personal property of Northern Michigan Deco-TEC should be donated to:

- 1. Deco-TEC Grand Rapids. If Grand Rapids is inactive, to:

2. Any active Deco-TEC or DeColores Secretariat approved by the Board of Northern Michigan Deco-TEC
3. Or any other Christian Youth Ministry approved by the Northern Michigan Deco-TEC Board.

ARTICLE VIII

Amendments: These By-Law may be altered, amended, or repealed, and new By-Laws may be adopted By the Board present at any regular meeting, or at any special meeting, provided that notice of intention is submitted in writing to all members of the Board at least 15 days in advance of the meeting.

These By-Laws were duly adopted by a vote of the Board of Northern Michigan Deco-TEC. The necessary numbers of votes were cast in favor of these By-Laws.

ARTICLE IX

Trademark. Northern Michigan DeColores Teens Encounter Christ, aka Northern Michigan Deco-TEC Secretariat shall comply with all applicable laws, regulations, rules, and the like and shall obtain an appropriate government approvals, licenses, permits and so forth pertaining to the sale, distribution and advertising of goods and/or the rendering and advertising of services if in conjunction with the service mark. The service mark shall always include the subscript “TM”.

ARTICLE X

1. Governing Law. These bylaws shall be governed by and construed in accordance with the laws of the State of Michigan and with respect to the use of the service mark, in accordance with the laws of the United States of America.
2. Severability. The unenforceability of any term of these By-laws shall not affect the enforceability of any of the remaining terms of these Bylaws.

President	Vice President
Treasurer	Secretary