

# BYLAWS FOR UNITY OF HERSHEY, INC.

## TABLE OF CONTENTS

	Page
<b>Article I - Identification</b>	
Section 1.01 Statement of Purpose	1
Section 1.02 Unity Worldwide Ministries Membership and Responsibilities	1
<b>Article II - Office and Official Records</b>	
Section 2.01 Principal Office	1
Section 2.02 Official Records	1
<b>Article III - Membership</b>	
Section 3.01 Qualifications	2
Section 3.02 Election of Members	2
Section 3.03 Terms of Membership	2
Section 3.04 Powers of Active Members	3
Section 3.05 Meetings and Quorum	4
<b>Article IV - Government</b>	
Section 4.01 Administration	5
Section 4.02 Minister(s)	5
Section 4.03 Board of Trustees - Members	6
Section 4.04 Board of Trustees - Election	7
Section 4.05 Board of Trustees - Vacancy and Replacement	8
Section 4.06 Board of Trustees - Meetings and Quorum	9
Section 4.07 Board of Trustees - Officers	10
<b>Article V - Ministry Teams</b>	
Section 5.01 Formation	11
<b>Article VI - Seal</b>	
Section 6.01 Description	11
Section 6.02 Dissolution	11
<b>Article VII - Meeting Procedures</b>	
Section 7.01 Rules of Order	11
<b>Article VIII – Indemnification</b>	
Section 8.01 Indemnification	11
Section 8.02 Indemnification Not Exclusive Right	12
<b>Article IX – Bylaws Amendments</b>	
Section 9.01 Procedure	12

# BYLAWS FOR UNITY OF HERSHEY, INC.

## ARTICLE I - Identification

**Section 1.01 Statement of Purpose.** The purpose of Unity of Hershey, Inc., DBA Unity church, a non-profit Pennsylvania corporation, is to teach the universal principles of Truth, as taught and demonstrated by Jesus Christ and interpreted by Unity and Unity Worldwide Ministries., a nonprofit corporation organized and existing under the laws of the state of Georgia with headquarters at Lee's Summit, Missouri, hereinafter referred to as UWM.

In the accomplishment of this purpose, Unity of Hershey, Inc. shall endeavor to conduct services of worship and classes of instruction and to demonstrate the principles of Truth by using them in the operation of the ministry and to adopt other means that in the judgment of the minister will further the principles of practical Christianity among people everywhere.

**Section 1.02 Unity Worldwide Ministries Membership and Responsibilities.** Unity of Hershey, Inc., DBA Unity Church is a member of the Unity Worldwide Ministries. The operation and conduct of this ministry will comply with the regulations and policies of UWM as outlined in the UWM Bylaws, insofar as they do not conflict with the laws of the Commonwealth of Pennsylvania.

- (a) **Leadership.** This ministry will have as its leader an ordained or licensed Unity minister in good standing or a person serving under special dispensation approved by the Association.

For the purpose of these Bylaws, the term “minister” will include a person serving under special dispensation of the Association.

- (b) **Teaching.** The Principles of practical Christianity will be taught through this ministry using methods, textbooks, literature, and other materials in harmony with Unity Principles.
- (c) **Reports.** The minister will make annual reports to UWM on forms supplied by UWM. A copy of these reports shall be made a part of the permanent records of this ministry.

## ARTICLE II – Office and Official Records

**Section 2.01 Principal Office.** The principal executive office of the corporation will be fixed by the Board of Trustees. Said office shall be in the County of Lebanon, Commonwealth of Pennsylvania, or at such other place within the Commonwealth as the Board of Trustees hereafter shall designate. The Corporation may also have offices at such other place or places, as the Board of Trustees may from time to time designate.

**Section 2.02 Official Records.** Records of membership, finances, donation, corporate minutes, etc. will be maintained at the principal office of the corporation. Official church documents are to be available to church officers and the minister at all times.

# BYLAWS FOR UNITY OF HERSHEY, INC.

## ARTICLE III - Membership

### **Section 3.01 Qualifications for Membership.**

- (1) Be at least eighteen years of age.
- (2) Endeavor to live in accord with Jesus Christ Principles of Love and Truth as taught by Unity.
- (3) Actively participate at Unity Church in Palmyra for 6 months prior to application.
- (4) Complete Unity 101 class at Unity in Palmyra.
- (5) Transfer of membership from other Unity Churches to Unity Church in Palmyra is at the discretion of the Minister and Board of Trustees. Any or all qualifications may be waived.

**Section 3.02 Election of Members.** Anyone desiring membership in Unity of Hershey, Inc., DBA Unity church will endeavor to live in accord with Jesus Christ Principles of Love and Truth as taught by Unity. He/she shall further the work of this ministry through volunteering on at least one ministry team, attending services regularly and supporting the church financially. He/she will file an Application for Membership form with the ministry office. All ministers and licensed Unity teachers are considered members of this ministry.

### **Section 3.03 Terms of Membership.**

#### **A. Active Membership**

1. **New Members.** After acceptance as a new member, each member shall have voting rights at all membership meetings up through and including the next regularly scheduled annual membership meeting after joining the church.
2. **Existing Members.** To retain active membership rights, each member must indicate a desire to remain a member by completing and returning to the church a yearly membership renewal card or such other document as approved by the Board of Trustees. If no current membership renewal card or approved document is on file prior to the annual membership meeting, that person becomes inactive and cannot serve on the Board of Trustees or vote at any membership meeting.

#### **B. Reinstatement of Inactive Membership**

1. **Reinstatement within two years.** If a member who has become inactive wishes to return to active status within the first two years after becoming an inactive member, such a member who meets membership qualifications and fills out a yearly membership renewal card or document approved by the Board of Trustees shall be reinstated as an active member. In order to vote at a membership meeting such members must fulfill these requirements at least six (6) weeks before a membership meeting.
2. **Reinstatement after two years.** If a member has been inactive for two years or more and desires to become an active member again, such a member must reapply for active membership in the same manner required of new members.

#### **C. Removal of Membership For Cause**

A member may be removed for cause by the Board of Trustees. Prior to any vote concerning removal, the member in question must be notified by certified mail at last ten (10) days prior to the Board of Trustees meeting of the charges that may lead to removal of membership and thereafter be given an opportunity for a hearing before the Board. A 2/3rds vote shall be required for removal of membership provided that the senior minister or co-ministers are in agreement with this action.

## BYLAWS FOR UNITY OF HERSHEY, INC.

**Section 3.04 Powers of Active Members.** Active members of Unity of Hershey, Inc., DBA Unity church shall have the power to do the following:

- (a) Vote at any membership meeting, at which the member is present, called in accordance with Section 3.05 [Meetings and Quorum].
- (b) Elect members to the Board of Trustees as specified in Section 4.04 [Board of Trustees - Election].
- (c) Ratify the Bylaws of this ministry or any amendments thereto as specified in Section 8.01 [Bylaws Amendments - Procedures].
- (d) Vote on any expenditure that exceeds twenty-five thousand dollars (\$25,000) in value. A seventy-five percent (75%) affirmative vote of those present and voting is required for approval. Refer to Section 4.03 (c) (7) [Board of Trustees - Duties].
- (e) Elect a member, and an alternate, to serve on the Nominating Ministry Team as specified in Section 4.04 (b) [Nominating Ministry Team].
- (f) Call a special membership meeting when the affairs of this ministry warrant such action. Refer to Section 3.05 (b) [Special Membership Meeting].
- (g) Vote to override any action of the Board of Trustees. This vote must be taken at a duly constituted membership meeting. [See 3.05 (a) and (b).] Notice of the issue to be voted on must be submitted to the membership in writing ten (10) days prior to the meeting. Seventy-five percent (75%) of those present and voting have the authority for determination.
- (h) Vote for the removal of any or all trustee(s) from the Board of Trustees in accordance with Section 4.05(a) [Vacancy]. A 75% affirmative vote of those present and voting is required.
- (i) Vote on any matters officially brought to the attention of the membership.
- (j) Offer suggestions to the minister, or Board of Trustees, as may seem advisable for the good of this ministry.
- (k) Any ten (10) active members may request Conflict Transformation assistance by notifying the President of the Unity Worldwide Ministries in writing with copies to the Board of Trustees and minister. Upon receipt of a request for assistance from ten or more active members to the President or designee of Unity Worldwide Ministries, said person will confer with the minister and/or Regional Representative to evaluate whether further action is required.

## BYLAWS FOR UNITY OF HERSHEY, INC.

### Section 3.05 Meetings and Quorum.

- (a) **Annual Membership Meeting.** The annual membership meeting of Unity of Hershey, Inc., DBA Unity church shall be held at its official headquarters on the 3<sup>rd</sup> Sunday in October, or at a time and day designated by the minister and Board of Trustees.
- (b) **Special Membership Meetings.** Any time the affairs of this ministry warrant a special meeting, the meeting may be called by:
- (1) The minister
  - (2) A majority of the Trustees of the Board.
  - (3) Submitting a petition having been signed by 10% of the active membership; a written request must be submitted to the Board who will, within a reasonable length of time, call the meeting on behalf of the requesting party.

The purpose(s) for the special meeting will be stated by both written request and written notice to the membership. In the case of a Special Membership Meeting called by written petition, the written notice of the meeting to the membership will faithfully reflect (restate, reproduce) the purpose(s) for the special meeting stated in the petition. Business conducted at the special meeting will be limited to the pre-stated purpose(s).

- (c) **Written Notice.** Written notice stating the date, time, and place will be mailed or emailed to all active members at least ten (10) days before any membership meeting.
- (d) **Quorum.** A quorum shall exist for the transaction of business if at least 20% of active members are present, in person or by proxy, at a membership meeting called pursuant to notice provisions of Section 3.05 (C).
- (e) **Participation.** Participation in the business affairs of any membership meeting will be restricted to active members in attendance. Participation of other persons in discussion of business must be approved by 75% of the active members in attendance. Unity Worldwide Ministries representatives have a right to participate in discussion when they have been invited by the minister, the Board, or the membership.
- (f) **Voting.** Unless otherwise provided herein, the vote of a majority of the active members present and voting or by absentee ballot will be necessary for approval or disapproval of the action being voted upon. Refer to Section 3.04 (d) and (g), and Section 8.01 [Procedure]. Active members unable to be present in an annual membership meeting may vote by absentee ballot upon application to the ministry office in advance of the meeting date. Absentee ballots must be returned prior to the meeting. Absentee ballots will not be accepted at special membership meetings. Proxy votes are not allowed.
- (g) **Prayer.** In any membership meeting, the Board President, minister, and Unity Worldwide Ministries Conflict Transformation Representative, or any member may request that action on an item of business be suspended while the membership enters into a time of prayer on the issue. Upon such request the President will provide a period of prayer and silence.

# BYLAWS FOR UNITY OF HERSHEY, INC.

## ARTICLE IV - Government

**Section 4.01 Administration.** The government of Unity of Hershey, Inc., DBA Unity Church shall be vested in the minister as the Administrative Director, and the Board of Trustees elected from membership. The reference to Trustees and Board of Trustees shall be synonymous with reference to Directors and Board of Directors in the Pennsylvania Nonprofit Corporation law of 1988, as amended.

**Section 4.02 Minister.**

(a) **Minister.**

- (1) **Duties.** As the spiritual leader, the minister will be responsible for the scheduling, conduct, and content of services, classes, and all other activities that further the purpose of this ministry as specified in Section 1.01 [Statement of Purpose]. As Administrative Director, the minister will be:
  - (a) Responsible for the complete functioning of this ministry, including the hiring and termination of all employees.
  - (b) Voting member of the Board of Trustees on all matters except own employment, or that of successor.
  - (c) Appointing ministry teams in accordance with Section 5.01 (Formation)
  - (d) A member of all ministry teams. Refer to Section 5.01 [Ministry Teams -Formation].
  - (e) Responsible for seeking Unity Worldwide Ministries assistance in the event of a dispute adversely affecting the ministry which cannot otherwise be reasonably resolved.
- (2) **Vacancy.** The position of a minister may be vacated by any of the following actions:
  - (a) Resignation, or
  - (b) After complying with Section 4.03(e) [Termination of Employment of Minister], the minister's removal because of failure to fulfill the duties of the position as specified in Section 4.02(a).
- (3) **Compensation.** The compensation of the minister shall be fixed by agreement between the minister and the Board of Trustees.

## BYLAWS FOR UNITY OF HERSHEY, INC.

### Section 4.03 Board of Trustees -- Members.

- (a) **Structure.** The Board of Trustees shall consist of the minister and preferably six (6) trustees with a minimum of four (4) Trustees elected from the membership of Unity of Hershey, Inc., DBA Unity Church. Each elected Trustee will hold office for two (2) years. In the event of resignation of trustee, the Board will appoint someone to complete the term of the resigned trustee. No elected Trustee will serve more than three consecutive terms of two years each without an interval of one year between terms. No individual employed by the ministry (with the exception of the minister), or the relative of, or significant other of, an individual employed by the ministry may serve on the Board of Trustees. Further, no Board member shall be the relative of, or significant other of another Board member.
- (b) **Prayer.** It is important that in addition to adhering to the normal procedures for legal functioning set forth in these Bylaws, that the spiritual principles taught by Unity be utilized in the handling of decisions before the Board of Trustees. During the discussion of an item of business, any Trustee may request time for prayer about the issue. Upon request the President shall provide a period of prayer and silence.
- (c) **Duties.** As representatives of the membership, the Board of Trustees will:
- (1) Uphold the spiritual purpose of this ministry as stated in Section 1.01 [Statement of Purpose].
  - (2) Uphold the highest interest of the membership in conducting the business of this ministry.
  - (3) Be conversant with these Bylaws, and establish policy for the operation of the church.
  - (4) Be faithful in attendance at services, Board and membership meetings of this ministry.
  - (5) Make determination of the business needs of this ministry and authorize payment of monies for those purposes.
  - (6) Administer the property of this ministry, both real and personal.
  - (7) Make determinations on the sale, pledge, or proposed financing of real or personal property belonging to this ministry. All decisions in favor of the sale, pledge, or proposed financing of real property exceeding twenty-five thousand dollars (\$25,000) in value shall be presented to the membership at a properly constituted membership meeting to be voted on in accordance with Section 3.04 (d) [Powers of Active Members].
  - (8) As recommended by the minister, authorize the employment of all staff personnel of this ministry and set and approve their salaries.
  - (9) Set dates for the fiscal year.
  - (10) Each year cause to be prepared a complete financial statement with disclosures that will set forth the fiscal conditions and operations of the ministry.
  - (11) Act to fill the un-expired term of any Trustee in accordance with Section 4.05 (b) [Replacement].
  - (12) Elect officers of the Board, and their successors to fill any un-expired term when necessary. See Section 4.07 [Board of Trustees - Officers].

## BYLAWS FOR UNITY OF HERSHEY, INC.

- (13) Ratify ministry teams and their Chairpersons as appointed by the President of the Board. See Section 5.01 [Formation].
  - (14) Seek Unity Worldwide Ministries assistance in the event of a dispute adversely affecting the ministry which cannot otherwise be reasonably resolved.
  - (15) Attend and actively participate in ongoing Board Education Programs.
  - (16) Consider other duties brought to their attention by the minister and other Trustees.
  - (17) To keep or cause to be kept an accurate record of membership.
  - (18) To keep or cause to be kept accurate records of gifts to the ministry in compliance with Internal Revenue Service regulations; and acknowledge in writing contributions in compliance with Internal Revenue Service regulations.
  - (19) Will secure a fidelity bond for the Treasurer and the Minister. Secure fidelity bonds for other persons when deemed advisable.
  - (20) Will secure liability insurance for all Board of Trustee members and minister.
- (d) **Employment of Minister.** It is the responsibility of the Board of Trustees to employ a licensed or ordained Unity minister for the church through cooperation with the employment management procedures of the Unity Worldwide Ministries.
- (e) **Termination of Employment of Minister.** After a ministry and its minister have cooperated with the Conflict Transformation procedures of the Unity Worldwide Ministries , a 75% vote of those present and voting of the active church membership is required to terminate the employment of the minister.

### Section 4.04 Board of Trustees -- Election.

- (a) **Qualifications.** Any person elected to the Board of Trustees must be an active member of Unity of Hershey, Inc., DBA Unity Church. He/she will be a person who:
- (1) At least eighteen (18) years of age.
  - (2) Desires to serve on the Board.
  - (3) Endeavors to live in accord with the Jesus Christ principles of love and truth as taught by Unity
  - (4) Furthers the work of this ministry through his/her active interest, love, and support.
  - (5) Is a sincere and continuing student of Unity, conversant with its teachings.
  - (6) Has demonstrated leadership capabilities
  - (7) Is willing to fulfill other special duties and/or tasks as are officially defined by the Board of Trustees, with approval of the minister, prior to their nomination and election to the Board of Trustees.
  - (8) Is a member and regular attendee at church services for at least nine (9) months prior to running for the board of trustees; exceptions may be granted at the discretion of the Board of Trustees and Minister.



## BYLAWS FOR UNITY OF HERSHEY, INC.

- (b) **Nominating Ministry Team.** A Nominating Ministry Team will be formed at least three (3) months prior to the annual membership meeting, and will initiate a search for qualified candidates for the Board of Trustees. The ministry team will consist of the minister and two (2) active members selected in the following manner:
- (1) At the annual membership meeting, the membership shall elect one of its active members, and an alternate, to serve on the Nominating Ministry Team for the next year's election. In the event of unavailability to serve of the persons so elected, the Board will select a person from the active membership to fill the vacancy, other than a current Board member.
  - (2) The Board will elect one of its Trustees.
  - (3) The ministry team will consist of the minister, a member of the Board of Trustees, and a member elected by the membership at the Annual meeting. The Chairperson shall be the person elected by the membership at the annual meeting.
- (c) **Nominating Procedure.** As the presiding officer of the annual membership meeting, the President of the Board will:
- (1) Read Section 4.04 (a) [Board of Trustees-Election] just prior to the call for nominations.
  - (2) Call upon the Chairperson of the Nominating Ministry Team to present the ministry team's nominations.
- (d) **Election.** The nominating team will present the slate of candidates. The membership will vote on the slate by written ballot only if more nominations have been made than there are positions open.

### **Section 4.05 Board of Trustees -- Vacancy and Replacement.**

- (a) **Vacancy.** The office of a Trustee may be vacated by any of the following means:
- (1) The resignation of the Trustee.
  - (2) The Board voting for the removal of a Trustee due to absences from three successive regular Board meetings. Absences may be excused by the Board upon written request.
  - (3) The Board voting for the removal of a Trustee because of a failure to fulfill the duties of the office as specified in Section 4.03 (c) [Duties].
  - (4) The active membership voting for removal of a Trustee because of failure to fulfill the duties of the office as specified in Section 4.03 (c) [Duties]. Refer to Section 3.04 (h) [Powers of Active Members.]
  - (5) If resignations on the Board have brought the number of Trustees to less than a quorum, a Nominating Ministry Team will submit a slate of qualified nominees to the membership to fill the vacancies.
- (b) **Replacement.** Should a vacancy occur on the Board of Trustees, the Board will proceed to fill the vacancy by ballot at its next regular meeting. In case of emergency, a special meeting may be called. Only persons meeting the qualifications specified in Section 4.04 (a) [Qualifications] may be considered as

## BYLAWS FOR UNITY OF HERSHEY, INC.

replacements. No replacement will have served as a Trustee during the year prior to their election. A majority vote of those present and voting will be necessary to elect. The term of his/her appointment shall expire on the same date as that of the Trustee he/she succeeds. A person appointed in this manner is not considered to have served a complete term.

### **Section 4.06 Board of Trustees -- Meetings and Quorum.**

(a) **Regular Board Meetings.** The regular business meetings of the Board of Trustees will be held at the headquarters of this ministry on the fourth Sunday of each month, unless otherwise specified by the board.

(b) **Special Board Meetings.** Special meetings of the Board will be called by the President of the Board under any of the following conditions:

- (1) By request of the minister
- (2) By request of two or more Trustees.
- (3) As the President of the Board deems it necessary.

The request will be filed in writing with the Board Secretary. Reasonable effort must be made to notify all Trustees of any special meeting.

(c) **Quorum.** At least fifty percent (50%) of the Board of Directors will constitute a quorum for the transaction of business.

(d) **Minister Attendance.** The minister has the right to attend all Board meetings, with the exception of those meetings or portions thereof that pertain to determinations of the minister's salary and/or review of work record. Each minister must be notified in writing of all special meetings.

(e) **Confidentiality.** At the request of one of its members and by the majority vote of the board of Trustees, the board may determine to keep certain deliberations confidential. In this case the minutes of the meeting will reflect only the decision made and not the process of deliberation.

## BYLAWS FOR UNITY OF HERSHEY, INC.

**Section 4.07 Board of Trustees -- Officers.** Officers of the Board of Trustees will consist of a President, Vice-President of the Board, Secretary, and Treasurer. All officers will be selected in a manner decided by the Board, at the first Board meeting, after the annual meeting, or at a special meeting called for the purpose of selecting officers. Officers will hold their respective offices for one year or until their successors are duly elected or qualified.

- (a) **President.** The President will:
- (1) Preside at all Board of Trustees meetings and with the minister, plan the agenda the week before the scheduled meeting.
  - (2) Preside at all membership meetings.
  - (3) Sign such papers and documents, upon proper authorization, as may be necessary.
  - (4) In the absence of the minister, coordinate the daily activities of the church.
- (b) **Vice-President.** The Vice-President will:
- (1) Perform all the duties of the President of the Board in the absence of the President of the Board.
  - (2) Become President of the Board in case the office of the President becomes vacant. In such a case, a new Vice-President of the Board will be elected from among the remaining Trustees to fill the remainder of the term.
- (c) **Secretary.** The Secretary will:
- (1) Keep, or cause to be kept, an accurate record of the minutes of all Board and Membership Meetings. Minutes will be distributed to Board members in a timely manner.
  - (2) Hold in custody and be responsible for all reports, contracts, other legal papers, and minute books, and the corporate seal, which items will be kept in the ministry office at all times, or in such other depository as prescribed by the Board.
  - (3) Attend to all official business required by the Board.
- (d) **Treasurer.** The Treasurer will:
- (1) Be custodian of the funds of this ministry. He/she will pay out or cause to be paid out, funds authorized by the Board. Refer to Section 4.03 (c) [Duties].
  - (2) Keep, or cause to be kept, a record of all financial transactions, and submit a monthly financial report at each regular Board meeting.
  - (3) Submit a financial report, covering the last complete fiscal period, at the annual Membership Meeting.
  - (4) Count, or cause to be counted by the appointment of qualified persons, all funds received, and be responsible for their deposit in the bank or other depository approved by the Board. When counting ministry funds there should be at least two (2) persons present.
  - (5) Place, or cause to be place, the funds of this ministry in the bank or other depository approved by the Board

# BYLAWS FOR UNITY OF HERSHEY, INC.

## ARTICLE V – Ministry Teams

**Section 5.01 Formation.** Ministry teams, with the exception of the Nominating Ministry Team, will require ratification by the Board.

## ARTICLE VI - Seal

**Section 6.01 Description.** The corporate seal of this ministry shall include the name of the ministry in a circle, which encloses the name of the city, state, and date of incorporation.

**Section 6.02 Dissolution.** Should this corporation dissolve:

- (a) All property and funds remaining after the payment of the debts of the corporation will be delivered to the Unity Worldwide Ministries, a nonprofit corporation organized under the laws of the State of Georgia, for religious and educational purposes.
- (b) Such funds or property will be for the use and benefit of UWM as may be determined by the Board of Trustees of UWM in alignment with current policies and procedures.
- (c) Upon reestablishment of a Unity Church or Center in the Hershey area, Unity Worldwide Ministries shall make available to said church an amount of money equivalent to that received from the dissolution of the prior church.
- (d) Should Unity Worldwide Ministries no longer exist, any assets remaining of this corporation after dissolution will be disposed of by a court of competent jurisdiction of the County in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said court shall determine, which are organized and operated exclusively for purposes set out in Section 5.01(c) (3) of the Internal Revenue Code of 1954.

## ARTICLE VII – Meeting Procedures

**Section 7.01 Rules of Order.** The latest edition of ROBERT'S RULES OF ORDER will be the authority of this ministry on parliamentary law and its usage, unless otherwise provided by these Bylaws.

## ARTICLE VIII - Indemnification

**Section 8.01 Indemnification.** The corporation shall indemnify each of its directors, trustees, and employees whether or not then in service as such (and his or her executor, administrator, and heirs), against all reasonable expenses actually and necessary incurred by him or her in connection with the defense of any litigation to which the individual may have been a party because he or she is or was a director, trustee, officer, or employee of the corporation. The individual shall have no right to reimbursement, however, in relation to matters as to which he or she has been adjudged liable to the Corporation for negligence or misconduct in the performance of his or her duties, or was derelict in the performance of his or her duty as director, trustee, officer, or employee by reason of willful misconduct, bad faith, gross negligence or reckless disregard of the duties of his or her office or employment. The right to indemnity for expenses shall also apply to the expenses of suits which are compromised or settled if the court having jurisdiction of the matter shall approve such settlement.

**BYLAWS FOR UNITY OF HERSHEY, INC.**

**Section 8.02 Indemnification Not Exclusive Right.** The foregoing right of indemnification shall be in addition to, and not exclusive of, all other rights to that which such director, officer, or employee may be entitled.

**ARTICLE IX – Bylaws Amendments**

**Section 9.01 Procedure.** Amendments to these Bylaws must be made by voting members of this corporation at a legally constituted membership meeting. Written notice setting forth the proposed amendments must be handed out, mailed or emailed to all active members at least ten days prior to the required membership meeting. An affirmative vote of seventy-five percent (75%) of all active members present and voting will be necessary to pass any amendment to these Bylaws. These bylaws fully supersede all previous Bylaws adopted by Unity of Hershey, Inc., DBA Unity Church.

---

Attest – Secretary

Date Signed

---

President

Date Signed

Date of Revision: September 30, 2018

Date Approved: October 14, 2018