

MID-HUDSON TRES DIAS
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CONSTITUTION AND BY-LAWS

- I. **NAME AND ADDRESS:** The official name of the organization shall be Mid-Hudson Tres Dias Inc, referred to throughout this document as MHTD or Mid-Hudson. The official mailing address shall be PO Box 635, Wappingers Falls, NY 12590. References to the International Secretariat of Tres Dias, Inc. will be referred to as Tres Dias International, Tres Dias, Inc., or TDI.

- II. **PURPOSE:** The purpose of the organization is to glorify God through Jesus Christ by developing Christian leaders.

- III. **TRES DIAS STATEMENT OF BELIEF as adopted by Mid-Hudson Tres Dias**
 - a. We believe and profess our faith in one Triune God - The Father, The Son and The Holy Spirit (Matt. 28:19).
 - b. We believe and profess the Jesus Christ is the only Savior and is God in the flesh (John 1:1, 1:14, 3:36, 14: & Heb. 2:17).
 - c. We believe and profess that The Holy Spirit is God and is The Lord and Giver of life, who continues to work in believers today to sanctify, edify and empower the whole Christian church on earth - - - for His purpose (Job 33:4, Acts 1:8, John 14:26, & Rom 8:11).
 - d. We believe and profess that the Holy Scriptures are the inspired and completely true Word of God (2 Tim. 3:16-17).
 - e. We believe and profess that all have fallen short of the glory of God; that forgiveness of sins is received through confession and repentance - - and that our sins are washed away through the blood of Jesus Christ (Acts 2:38, 1 John 1:9, & Rom. 3:23).
 - f. We believe and profess that salvation is a gift of God's grace received through personal faith in Jesus Christ (Eph. 2:8).
 - g. We believe and profess that the Body of Christ is to make every effort to keep the unity of the Spirit through the bond of peace until we all reach unity in the faith and in the knowledge of the Son of God (Eph. 4:3, 13).
 - h. We believe and profess that God's unconditional love, as made manifest to us through Jesus Christ, is the primary witness by which people are renewed, edified and changed (1 Cor. 13:8).
 - i. We believe and profess that God has called us to live holy lives that will bring glory to His name (Col. 3:1-25).

- Note: For purposes of standards and principles, Tres Dias ascribes to those stated in the "Authorized King James Version" of the Bible of 1611 (KJV)***

- IV. **MEMBERSHIP:** The membership of the organization shall consist of anyone who has completed a Tres Dias three-day experience or a similar experience recognized as equivalent by Tres Dias, Inc. and requests admission. Members shall also be known as Pescadores.

V. QUALIFICATIONS FOR COMMUNITY LEADERSHIP (this includes, but is not limited to, team members, elected secretariat officers, and members of standing and special committees of the local secretariat): Any person serving in a Community Leadership position must be living a life that is not in a state of rebellion against God. A state of rebellion against God can best be described as an unrepentant, open and active participation in or advocacy of activities contrary to the commands (for example, "The TEN COMMANDMENTS") and guidelines in Scripture* for holy living and Christian leadership. Some examples (although not limited to these areas) are:

- a. Dependence upon alcohol or illegal drugs;
- b. Involvement in illegal activities whereby such involvement knowingly violates federal, state or local laws, statutes or ordinances;
- c. Involvement in lustful, immoral or perverted activities such as, but not limited to, pornography and/or any sexual relationship outside of a lawful marriage between a man and a woman;
- d. Involvement in the occult or Satanic worship;
- e. Openly professing allegiance to any non-Christian religion or organization which denies the deity of Jesus Christ.

Note: For purposes of standards and principles, Tres Dias ascribes to those stated in the "Authorized King James Version" of the Bible of 1611 (KJV)

VI. SECRETARIAT OF TRES DIAS: The Secretariat voting members serve as the governing body of Mid-Hudson Tres Dias, and are ultimately responsible for all policies, procedures and guidelines of the ministry. In this role they are the final arbiter of any decisions made by Officers or Committees. As the governing body the purpose of the Secretariat is to serve, guide and foster growth of the Tres Dias movement by:

- a. Being aware of the needs of the members as they Christianize their environment and provide guidance as applicable within the MHTD mission.
- b. Establishing or affirming policies and/or taking other actions to accomplish the above goals in consideration of the Tres Dias movement and in determining what is in the best interest of the ministry.
- c. Communicating policies and actions taken by the Secretariat to all members.
 - i. Policies and Actions taken by the Secretariat shall be posted on the organization's website under meeting minutes and/or Policy Documentation
- d. Approving the planning, scheduling, and carrying out of programs in the Pre-Weekend, Weekend and Post-Weekend (4th Day) phases of the Tres Dias Method that occur within Mid-Hudson's geographic area. MHTD's primary geographic area includes Dutchess, Orange, Ulster and Sullivan Counties.
- e. Exchanging support and literature with other Tres Dias communities as needed or requested.
- f. To inform and promote dialogue with other Christian organizations subject to the limitations noted in the Essentials of Tres Dias.
- g. Ensure that all aspects of the Tres Dias Method are conducted according to the "Essentials of Tres Dias."
- h. The Secretariat shall normally meet once a month.
 - i. A special meeting of the Secretariat may be called by the President

- ii. The President may choose to cancel regularly scheduled meetings with the approval of the Secretariat.

VII. SECRETARIAT MEMBERSHIP: The membership of the Secretariat shall consist of:

- a. **GENERAL MEMBERS:** All Pescadores are considered non-voting Secretariat Members.

- b. **VOTING MEMBERS:**

- i. **INITIAL QUALIFICATIONS:** The qualifications for becoming a voting member are:

- 1. To have attended three (3) out of four (4) consecutive Secretariat meetings;
 - 2. To be regularly involved in Secuelas and/or Reunion Groups
 - 3. To be willing to attend Secretariat meetings and be willing to participate on committees as invited.
 - 4. Then, upon request to the Secretariat, and upon receiving a majority vote, will be accepted as a voting member providing:
 - a. He/she is in agreement with the Tres Dias Statement of Belief
 - b. He/she is in compliance with the Qualifications for Community Leadership as written in these By-Laws.
 - 5. He/she may then vote in a fourth or subsequent meeting.
 - 6. Acceptance of voting status requires that votes be cast as a yes or no; abstentions are not permitted.
 - 7. Reversal of the attestation of the Statement of Belief and/or Qualifications for Community Leadership will result in the removal of voting status.

- ii. **CONTINUING QUALIFICATIONS:** Once a general member has requested and received voting member status, he/she shall have voting status through the following December.

- 1. In January of each year, members who have elected to attend 50% or more of the regularly scheduled monthly Secretariat meetings for which they had voting status during the past year will have voting status extended through December of the following year. Voting members who elected to attend less than 50% of Secretariat meetings will be notified that they will not have voting status starting in January.

- iii. **REINSTATEMENT:** A member who previously had voting status may reinstate himself/herself to voting membership by attending two consecutive Secretariat meetings. Then, upon request to the Secretariat, he/she will be accepted into voting status providing they agree to meet, uphold and follow the qualifications as outlined in Section VII (b) (i) (4 a&b) above. He/she may vote in any third or subsequent Secretariat meeting through the next December.

- 1. As noted in Section VII (a), all Pescadores are Members of the Secretariat. There is no fixed expiration date for one's membership except as defined for voting status above.

- iv. It will be necessary that the Recording Secretary maintain a current list of voting members of the Secretariat in order to determine if a quorum is required for any given vote, as defined in Section VIII (f) below.

VIII. OPERATING YEAR / SELECTION OF OFFICERS / TERM LIMITS:

- a. **OPERATING YEAR:** The operating year will be considered to begin on January 1st and conclude on December 31st.
- b. **SELECTION OF OFFICERS:** All officers will be elected for an initial 3-year term and may succeed themselves for one additional term.
 - i. In January of the president's first year, he or she shall appoint a Nominating Committee Chairperson and at least two additional members to serve in that capacity for the duration of the president's term.
 - 1. The Nominating Committee shall be responsible to provide nominees to the Secretariat to fill vacancies between elections, and additional nominations can be made from the floor at that time.
 - ii. In September of the final year of the current officers' terms, the Nominating Committee will present a slate of officers, at which time nominations may also be made from the Floor.
 - iii. In October of the final year of the individual officers' terms, the Voting Members of the Secretariat will elect a President, Vice President, Recording Secretary, Treasurer and Financial Secretary.
 - iv. Transitional training between incoming and outgoing officers will occur for the remainder of the year.
 - v. The officer's three-year term will begin on January 1st.
 - vi. Upon election to office, officers are granted voting status.
 - vii. In an effort to eliminate a conflict of interest, or perception of the same, at no time may more than two Pescadores from the same congregation be elected to serve as officers simultaneously. In addition, spouses may not be elected to serve as officers simultaneously.
- c. **TERM LIMITS**
 - i. Serving more than one-half of a three-year term is considered as serving a full term regardless of position.
 - ii. Officers shall not serve more than two terms in any one office, for a total of SIX years in any one office; consecutively or in total.
 - iii. In the event the nominating committee is unable to fill a vacancy with a qualified individual, a former officer may be nominated by the president, and approved by the Secretariat, until the next election cycle.
- d. **OFFICERS AND DUTIES**
 - i. **PRESIDENT:** The President shall be a former rector of Mid-Hudson Tres Dias. The President shall call and chair meetings and serve as the official representative of this body for a three-year term. The role of the President:

1. Function as the “face” of MHTD for the Christian community. This includes meetings and interactions with the public, churches, Tres Dias International and other Tres Dias Communities.
 2. Set agendas for Secretariat meetings.
 3. Appoint Committee Chairs with the approval of the Secretariat.
 4. Can observe any and all committee meetings.
 5. Assists in the enforcement of Tres Dias policies.
 6. Assign Ad-Hoc Committees to achieve specified goals.
 7. Convene special Secretariat meetings according to the guidelines of these By-Laws.
 8. Oversee the President’s Advisory Board
 - a. The purpose of this Board will be to advise the President when dealing with urgent issues that could be considered controversial, or that would either not fall to the level of requiring Secretariat approval, or timely in a manner that would preclude an immediate response from the Secretariat.
 - b. This Board will consist of:
 - i. All elected Officers
 - ii. All appointed Chairs of standing committees.
 - iii. Up to two former presidents chosen by the President, with the Secretariat’s approval.
- ii. **VICE-PRESIDENT:** The Vice-President shall be a former rector of Mid-Hudson Tres Dias. The Vice-President shall chair meetings in the absence of the President and shall perform duties assigned to him/her by the President.
 1. In the event the President is unable to continue his/her full term, the Vice-President will assume the remainder of that term.
 - iii. **RECORDING SECRETARY:** The Recording Secretary shall take minutes of the business meetings and maintain lists of members in attendance and ascertain voting membership. He/she will ensure that those minutes are posted to the website in a timely manner.
 - iv. **TREASURER:** The Treasurer shall disburse the funds of this organization. The Treasurer shall also:
 1. Present a monthly statement and an annual report to the Secretariat.
 2. Prepare a yearly budget for presentation to Secretariat.
 3. Obtain professional Tax Services, separate from the body of Mid-Hudson Tres Dias Inc. to ensure proper filing of yearly tax returns as required by the federal and state governments relating to Non-Profit Organizations.
 - v. **FINANCIAL SECRETARY:** The role of the Financial Secretary includes:
 1. Receive and verify, with assistance, all funds received from Weekends.
 2. Deposit all monies received.
 3. Manage the e-giving process, relaying the results to the Treasurer for reporting purposes.

4. Assist the Treasurer in preparing reports to ensure proper filing of yearly federal and state tax returns.
- e. **COMMITTEES:** Committees shall serve to increase the effectiveness of the Secretariat and shall report directly to the Secretariat. Any Pescadore may serve on these committees, with the exception that the President and Vice-President may not serve as chairperson of any standing committee while in office.
- i. **CHAIRPERSONS:** The committee chairperson shall be appointed by the President with the approval of the Secretariat.
 1. The chairperson shall choose the membership of his/her committee and should strive for diverse representation.
 2. The Chairperson shall serve for a 3-year term concurrent with the president's term. As with officers, the chairperson may be reappointed for one additional 3-year term.
 3. At the end of the 6-year term limit, if the position cannot be filled by a willing volunteer, a former Chair may be nominated by the President, and approved by the Secretariat, until the next election cycle.
 4. Pescadores may serve on more than one committee, but only one as Chair.
 - ii. **THERE SHALL BE FIVE (5) PERMANENT COMMITTEES;** all of which shall be in submission to the Secretariat.
 1. **PRE-WEEKEND COMMITTEE:** Shall be responsible for establishing the process and criteria for accepting candidates and the necessary preparation for weekend attendance. Criteria for acceptance on a weekend will be as outlined in the "Essentials of Tres Dias."
 2. **WEEKEND COMMITTEE:** Ensuring strict adherence to the Essentials of Tres Dias, the Committee shall be responsible for Rector Selection and associated training. They will provide initial approval of proposed team members and are responsible for all aspects of the Weekend Phase of the Tres Dias Method.
 - a. The Chairperson of the Weekend Committee must be a former rector of Mid-Hudson Tres Dias.
 - b. Members will consist of former MHTD rectors. Experienced Pescadores who have not served as a rector may also be asked to serve the Committee in various duties in a non-voting capacity.
 3. **POST-WEEKEND COMMITTEE:** Shall be responsible for ongoing programs for the continual growth of Pescadores as outlined in the "Essentials of Tres Dias."
 4. **COMMUNICATIONS COMMITTEE:** Shall be responsible for general communications with the community, including but not limited to:
 - a. Preparation and distribution of the 4th Day Newsletter.
 - b. Obtaining and distributing Tres Dias literature, as appropriate.
 - c. Maintenance of the website & database.

- 5. **DOCUMENTATION COMMITTEE** (New in 2023): Shall assist the standing committees in the updating and documentation of all Job descriptions, Standard Operating Procedures, training materials, and other tasks as requested by Committee Chairs.

f. VOTING AND CONDUCTING BUSINESS:

- i. **NORMAL AND ROUTINE BUSINESS** which includes normal and routine expenses for conducting weekends and up to and including \$750.00 for non-budgeted and unusual expenses will be decided by a simple majority of voting members in attendance at any meeting. Non-budgeted amounts over \$750.00 will be treated as a "Change of Policy Decision." There is no quorum required for routine business.
- ii. **CHANGE OF POLICY DECISIONS:** All voting members of the Secretariat will be notified by US Mail and/or E-Mail within 20 days after a meeting where a policy decision has been moved and seconded. Having been notified of the next meeting date and content of the issue, a quorum shall consist of at least 50% of all voting Secretariat members. Any changes will be decided by a simple majority, via a roll call vote.
- iii. **CONSTITUTION AND BY-LAW CHANGES:** At the meeting in which a Constitution and By-Law change is proposed, a motion will be made and seconded, followed by the initial discussion to determine whether or not to move the proposal forward. Upon completion of the discussion, a majority vote will determine if the proposal will go forward to the next stage of this process.

All voting members of the Secretariat will be given 20 days written notice by U.S. Mail and/or E-Mail of the proposed Constitution and By-Law change.

The proposed change will be discussed at the next meeting of the Secretariat, following which a final vote will be taken. A quorum shall consist of at least 50% of all voting Secretariat members in order to conduct a vote.

Any change will be decided by a two-thirds vote of the voting members present via a roll call vote.

- IX. **DISSOLUTION:** "In the event the organization dissolves or terminates, after paying any outstanding Liabilities, all remaining assets will be distributed to the Tres Dias International Secretariat as permitted by New York State law."

Originally accepted by a two thirds (2/3) vote of the Secretariat on November 9, 1976, with the following subsequent revisions:

- Revision #1: November 9, 1993
- Revision #2: January 10, 1995
- Revision #3: October 18, 1997
- Revision #4: February 12, 2002
- Revision #5: May 11, 2011
- Revision #6: October 11, 2011
- Revision #7: April 10, 2012
- Revision #8: January 15, 2013
- Revision #9: November 9, 2022
(Effective 01/01/2023)