



FOUNDATION NATIONAL CONSTITUTION & BYLAWS



ESTHER FUNDS FOUNDATION NATIONAL CONSTITUTION & BYLAWS

Revised 2025

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PREAMBLE

We, the leaders and members of the Esther Funds Foundation (EFF), do hereby establish this Constitution and Bylaws as the governing document of our organization. Rooted in Christ and committed to academic and spiritual retention, our goal is to fulfill the mission of Esther Funds Foundation: preventing college dropouts and supporting students through faith, leadership, and emergency resources. All operations of EFF shall be conducted with integrity, order, and a God-first standard.

Esther Funds Foundation (EFF) is a Christ-centered nonprofit ministry dedicated to preventing college dropouts by providing emergency support, educational resources, and faith-based encouragement to minority, first-generation, and low-income students. Founded on January 23, 2024, by Shayna Vincent, EFF began as a vision in 2023 to break financial and systemic barriers that hinder students from completing their education. We believe that higher education should not be a privilege but an accessible reality for all students, especially those facing financial hardship and a lack of support. Through advocacy, mentorship, service, and donations, we equip students with the resources they need to persist in their education and graduate. Our initiatives include emergency support, financial assistance, access to books, groceries, tuition relief, electronic repairs, rent and gas assistance, and mental health resources. Additionally, we are actively establishing collegiate chapters to provide localized support on campuses, ensuring that students receive the help they need to stay in school. While our primary focus started in Tallahassee, we are expanding throughout the entire United States, working toward a future where higher education completion is the norm, financial barriers are eliminated, and every student has the support, knowledge, and faith to finish what they started.

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ARTICLE I – NAME & LEGAL IDENTITY

Section 1: Name

The name of this organization shall be the **Esther Funds Foundation**, hereafter referred to as "EFF" or "the Foundation."

Section 2: Nonprofit Status

EFF is a Christian, student-serving nonprofit organization that operates in accordance with federal and state nonprofit guidelines and is in the process of submitting its 501(c)(3) application. The Foundation abides by IRS policies and standards for charitable organizations.

Section 3: Legal Operation

The Foundation operates under nonprofit law, with its National Headquarters located in the Southeastern United States. All collegiate chapters and national initiatives are subject to oversight by the Executive Director and National Board.

Section 4: Official Seal and Branding

EFF shall maintain an official seal, registered logos, and brand materials. The use of these marks must be approved by National Headquarters and must comply with the EFF Branding & Media Policy.

ARTICLE II – MISSION & PURPOSE

Section 1: Mission

We work to prevent college dropouts in the United States by providing emergency support to minority, first-generation, and low-income college students—especially in the South—who face financial and systemic barriers to completing their education. Through advocacy, mentoring, service, and donations, we increase the graduation rate and equip underrepresented college students with the immediate resources, long-term knowledge, and faith-based support they need to persist and graduate.

Section 2: Purpose

The Foundation exists to:

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- Provide emergency assistance for food, housing, tuition, and academic needs.
- Equip students through workshops, leadership training, and mentorship.
- Create faith-based collegiate communities grounded in prayer, healing, and unity.
- Expand access to scholarships, internships, and career resources.
- Advocate for policy changes that support student success.

Section 3: Vision

We envision a world where minority, first-generation, and low-income students graduate at higher rates, achieve financial stability, and secure equitable representation in every field of the workforce. Our goal is to help 7 million underrepresented college students graduate—gaining the economic and educational knowledge needed to break generational cycles of poverty, empowering them to build a future of success for themselves and those who come after them.

Section 4: Strategic Pillars

To fulfill our mission, EFF operates on four strategic pillars that guide our growth and impact:

- **Collegiate Chapter Expansion** – Establishing student-led chapters nationwide to provide mentorship, ministry, and peer support.
- **Scholarships & Donation Assistance** – Offering scholarships as funds allow and connecting students with critical resources.
- **Faith-Based Support & Community** – Creating faith-filled spaces for prayer, encouragement, and spiritual development.
- **Future Growth & Systemic Advocacy** – Expanding our reach to break financial and systemic barriers to graduation.

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ARTICLE III – STATEMENT OF FAITH

Section 1: Biblical Foundation

The Esther Funds Foundation is rooted in the truth of God's Word and guided by the teachings of Jesus Christ. We believe that spiritual growth is just as vital as academic success, and we are committed to integrating faith into every aspect of our work.

Section 2: Core Beliefs

The Foundation affirms the following biblical truths:

- We believe in one God—Father, Son, and Holy Spirit.
- We believe that the Bible is the inspired, infallible Word of God.
- We believe that salvation is available through Jesus Christ alone.
- We believe in the power of prayer, worship, and spiritual deliverance.
- We believe that faith without works is dead; we are called to serve, uplift, and act.
- We believe that every student is created with divine purpose and value.

Section 3: Faith in Practice

EFF shall maintain a commitment to Christian character in all its national and chapter operations. Faith-based practices may include:

- Prayer before meetings and events
- Online and in-person devotionals and Bible studies
- Faith-based mentorship and leadership development
- Encouragement through scripture and worship

Section 4: Required Integration

All collegiate chapters must maintain an active Director of Collegiate Ministry and integrate faith throughout their programming. Likewise, the national organization shall appoint and maintain a National Chaplain or Director of National Ministry to oversee spiritual direction, lead national devotionals or revivals, and support the

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faith development of national staff, ambassadors, and chapter leaders. Spiritual engagement is not optional but a foundational pillar of the Esther Funds Foundation. National programs shall also reflect the organization's commitment to Christ-centered values in leadership, community service, and student support. All collegiate chapters must maintain an active Director of Collegiate Ministry and integrate faith throughout their programming. Spiritual engagement is not optional but a foundational pillar of the Esther Funds Foundation. National programs shall also reflect the organization's commitment to Christ-centered values in leadership, community service, and student support.

ARTICLE IV – NATIONAL STRUCTURE

Section 1: National Oversight and Governance

The Esther Funds Foundation is led by a National Executive Director and a National Board of Directors. These individuals are responsible for overseeing the integrity, mission, and operational success of the organization at the national level.

Section 2: Headquarters and Divisions

EFF operates from its National Headquarters in the Southeastern United States. Regional divisions or hubs may be established as needed to manage chapters and programming in different geographic areas.

Section 3: National Committees and Departments

The National Office may organize committees and departments to carry out specific duties, including but not limited to:

- Finance and Budgeting
- Program Development
- Chapter Support and Expansion
- Ministry and Faith Integration
- Leadership Training and Development
- Branding, Media, and Public Relations

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Section 4: National Ministry Leadership

A National Chaplain or Director of National Ministry shall serve on the national leadership team to oversee the spiritual well-being and faith programming of the organization. This position ensures all initiatives reflect the biblical foundation and spiritual integrity of the organization.

Section 5: Collegiate Chapters Under National Authority

All EFF collegiate chapters operate under the authority of the National Office. Chapters must abide by national policies, branding, spiritual requirements, and reporting expectations. The National Office has the authority to approve, suspend, or deactivate chapters based on performance, compliance, and alignment with EFF's mission.

ARTICLE V – MEMBERSHIP TYPES & RIGHTS

Section 1: Definition of Membership

Membership in the Esther Funds Foundation shall consist of any individual who supports the mission of EFF and is actively involved in the organization through participation in a collegiate chapter, service as a national volunteer, or appointment to a leadership or advisory role.

Section 2: Membership Categories

The organization shall recognize the following categories of membership:

- **General Members:** Students affiliated with a collegiate chapter who have completed the membership process and agree to uphold the mission and Code of Conduct of EFF.
- **Executive Board Members:** Students elected or appointed to serve on a collegiate chapter's executive board.
- **National Leaders:** Individuals appointed to national leadership positions including but not limited to Executive Director, National Directors, National Chaplain, and Regional Coordinators.
- **Advisors & Mentors:** Faculty, staff, or approved adults who support EFF in an advisory or mentorship capacity.

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- **Ambassadors:** Students selected to represent EFF on their campus through the Campus Ambassador Program.

Section 3: Membership Expectations

All members are expected to:

- Abide by the EFF National Code of Conduct
- Participate actively in meetings, events, and service opportunities
- Represent EFF with integrity and respect on and off campus
- Contribute to the spiritual, academic, and emotional well-being of fellow members

Section 4: Rights of Members

All members in good standing shall have the right to:

- Vote in chapter elections (if applicable)
- Hold office (if eligible)
- Access EFF resources and support
- Participate in national and chapter events
- Submit proposals, ideas, or feedback to national leadership

Section 5: Termination of Membership

Membership may be revoked or suspended for:

- Violation of the EFF Code of Conduct
- Failure to uphold the mission or values of EFF
- Inactivity or abandonment of role/responsibilities
- Engagement in conduct that harms the reputation or integrity of the Foundation

Termination decisions shall be made by chapter or national leadership, with due process afforded to the member involved.

ARTICLE VI – CHAPTER FORMATION & REGULATIONS

Section 1: Chapter Establishment

New chapters may be established at accredited colleges and universities in the United States upon approval by the National Office. Interested students must submit a formal request and complete the EFF Chapter Application Process, which includes submission of founding member names, a proposed leadership structure, and a faculty/staff advisor.

Section 2: Minimum Chapter Requirements

To operate in good standing, each chapter must:

- Have at least seven (7) active student members
- Maintain an Executive Board including a President, Vice President, Secretary, Director of Collegiate Ministry, and a minimum of one Community Engagement Officer or equivalent
- Have a designated and approved campus advisor
- Submit semesterly reports to National Headquarters
- Uphold EFF's branding, faith, and conduct standards

Section 3: Chapter Responsibilities

Each chapter is responsible for:

- Organizing and hosting at least two donation drives per semester
- Facilitating a minimum of three workshops or events per semester focused on student success and dropout prevention
- Hosting or attending a faith-based event such as Bible study or prayer gathering
- Participating in national initiatives and campaigns as required
- Accurately reporting chapter volunteer hours and impact statistics

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Section 4: Recruitment & Membership Requirements

Collegiate chapters must follow a fair and inclusive recruitment process in accordance with the National Code of Conduct. Recruitment shall:

- Include an interest meeting and information session approved by the chapter's executive board and campus advisor
- Clearly explain expectations for chapter members, including semester commitments, service hours, and spiritual engagement
- Require participation in "The Esther's Experience" onboarding period, which includes a workshop, bonding event, fundraiser, Bible study, and community service project
- Require all prospective members to sign the EFF Membership Agreement and Code of Conduct Acknowledgement Form

Inductions must be:

- Conducted with professionalism and respect
- In alignment with the values and faith-based mission of EFF
- Free from any form of hazing, bullying, intimidation, or humiliation

EFF maintains a zero-tolerance policy for hazing, harassment, or mistreatment in all forms. Violations will result in immediate review and potential disciplinary action, including chapter probation or revocation.

Section 5: Faith Integration Requirements

Each chapter must appoint a Director of Collegiate Ministry who will lead spiritual engagement through:

- Weekly or bi-weekly Bible study, prayer circles, or devotionals
- Encouraging Christ-centered leadership development
- Partnering with the National Chaplain and Ministry Team for spiritual support

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Section 6: Chapter Reporting & Compliance

Chapters must:

- Submit a membership roster and officer list each semester
- Report total volunteer hours and event outcomes at the end of each term
- Maintain communication with their assigned National Liaison or Regional Coordinator
- Attend required national trainings and chapter leadership calls
- Adhere to all branding, marketing, and promotional policies provided by National Headquarters

Section 7: Chapter Probation and Removal

Chapters may be placed on probation or removed by National Headquarters for:

- Failure to meet chapter minimum requirements
- Non-compliance with EFF's Constitution, Bylaws, Code of Conduct, or Branding Policy
- Misuse of funds or misrepresentation of the organization
- Repeated failure to report or participate in national directives

Probationary status may include a restoration plan and timeline. Chapters that fail to comply after probation may be deactivated and must reapply for reinstatement.

ARTICLE VII – FAITH INTEGRATION STANDARDS

Section 1: Christ-Centered Identity

The Esther Funds Foundation is a Christian nonprofit ministry. Every element of the Foundation, including national initiatives, leadership, and chapter activities, shall reflect a commitment to the teachings of Jesus Christ. Faith is not optional but foundational to the identity and mission of the organization.

Section 2: Faith Programming Requirements

Both national and chapter operations must include intentional faith-based programming, such as:

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- Regular prayer before meetings and events
- Faith-led devotionals, Bible studies, or spiritual sessions
- Opportunities for students to grow in their relationship with God
- Access to virtual or in-person spiritual support
- Christian leadership development workshops

Section 3: Required Ministry Leadership

All collegiate chapters are required to appoint a Director of Collegiate Ministry. This individual shall:

- Plan and lead weekly or bi-weekly Bible study, prayer, or fellowship gatherings
- Partner with the National Chaplain or National Director of Ministry
- Ensure faith remains central in all chapter activities and leadership conduct

At the national level, a National Chaplain or Director of National Ministry shall oversee the organization's spiritual development, including providing devotionals, training spiritual leaders, and developing national faith initiatives.

Section 4: Faith Accountability

Faith integration is monitored by the National Ministry Team. Chapters or individuals who fail to uphold the Foundation's faith requirements may be asked to meet with ministry leaders for support and redirection. Habitual neglect of faith components may result in disciplinary action, including removal from leadership roles or chapter probation.

Section 5: Spiritual Resources & Materials

EFF National Headquarters will provide:

- Digital devotionals and scripture content
- Monthly ministry themes and planning guides
- Faith-based leadership curriculum

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- Training for chapter Directors of Ministry

Section 6: Alignment with Biblical Values

All leadership, chapter decisions, and content produced under EFF's name must reflect biblical values, including humility, love, respect, forgiveness, and integrity. Content or behavior that contradicts Christian values (as outlined in the EFF Code of Conduct) is prohibited and will be subject to review.

The Esther Funds Foundation affirms that Jesus Christ is the foundation of this organization and we will continue to uphold His teachings in every aspect of our service to students.

ARTICLE VIII – CODE OF CONDUCT & ACCOUNTABILITY

Section 1: Purpose

The EFF Code of Conduct outlines the behavioral and ethical expectations for all members, leaders, chapters, and affiliates of the Foundation. It is designed to uphold a culture of integrity, respect, spiritual alignment, and professionalism.

Section 2: Standards of Conduct

All individuals and chapters under EFF must:

- Exhibit honesty, responsibility, and respect for others
- Follow Christ-centered behavior in speech, conduct, and decisions
- Avoid any form of hazing, harassment, gossip, or discrimination
- Respect the dignity and spiritual beliefs of others
- Maintain a professional image when representing EFF
- Follow the Branding & Marketing Policy, using logos and materials responsibly
- Report misconduct when witnessed or experienced

Section 3: Prohibited Conduct

The following actions are strictly prohibited:

- Hazing, bullying, or intimidation

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- Theft, fraud, or misuse of EFF funds or resources
- Misrepresentation of the organization or role
- Unauthorized use of EFF branding or materials
- Sexual misconduct, violence, or threats
- Repeated unexcused absences from duties or leadership neglect

Section 4: Reporting Violations

Violations of the Code of Conduct may be reported through the official EFF Incident & Accountability Report Form. Reports are reviewed by the National Office and, if needed, the National Board.

Section 5: Accountability Process

Upon receiving a report, the National Office will:

1. Review the submission and notify involved parties
2. Conduct a fair and confidential investigation
3. Recommend action (warning, probation, removal, or reinstatement plan)

Section 6: Appeals Process

Any individual removed or placed on probation may request a written appeal within 10 business days. Appeals must be submitted to the Executive Director or their designee.

Section 7: Enforcement

All chapters, members, and national staff are expected to enforce and abide by this Code of Conduct. Failure to do so may result in temporary or permanent disaffiliation.

ARTICLE IX – INVESTIGATIONS & DISCIPLINARY PROCEDURES

Section 1: Authority to Investigate

The National Office and/or designated investigative committee holds full authority to investigate complaints, allegations, and misconduct related to any EFF member, leader, chapter, or affiliate.

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Section 2: Types of Incidents Investigated

Investigations may be conducted in response to:

- Violations of the Code of Conduct
- Financial misconduct
- Safety or Title IX concerns reported through campus or national partners
- Ethical, moral, or leadership negligence
- Violations of branding, ministry, or event guidelines

Section 3: Investigation Protocol

The National Office shall:

- Notify all parties involved and provide a timeframe
- Collect evidence, including witness statements or documents
- Maintain confidentiality and fairness throughout the process
- Conclude the review with written findings and recommendations

Section 4: Possible Outcomes

Following investigation, possible outcomes include:

- No action
- Official warning or required training
- Probation with a corrective action plan
- Removal from role or leadership
- Temporary or permanent chapter deactivation

Section 5: Reinstatement Procedures

Any individual or chapter removed must submit a reinstatement request and action plan to the National Office. Reinstatement is not guaranteed and must be approved by the Executive Director.

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Section 6: Confidentiality and Integrity

All parties involved in investigations are expected to uphold confidentiality, truthfulness, and cooperation throughout the process. Breach of confidentiality may result in separate disciplinary action.

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ARTICLE X – NATIONAL LEADERSHIP

Section 1: Executive Leadership Structure

The Esther Funds Foundation shall be led by a National Executive Director, supported by a National Leadership Team. This team includes National Directors, the National Chaplain, and Regional Coordinators. Additional roles may be appointed by the Executive Director as the organization expands.

Section 2: National Board of Directors

The Foundation shall maintain a National Board of Directors to provide fiduciary oversight, organizational guidance, and accountability. Board members shall meet quarterly and be appointed by the Executive Director in accordance with legal nonprofit requirements.

Section 3: National Leadership Roles

National leaders may include, but are not limited to:

- Executive Director
- Director of National Ministry
- Director of Programs and Outreach
- Director of Communications and Media

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- Director of Chapter Development
- National Chaplain
- Regional Coordinators

Section 4: National Responsibilities

National leaders are responsible for:

- Supporting and guiding collegiate chapters
- Upholding the faith, branding, and integrity of the organization
- Creating national campaigns and initiatives
- Providing training and oversight for campus leaders
- Overseeing national programs, communications, and partnerships

Section 5: Appointments and Terms

National positions are appointed by the Executive Director or the National Board. Terms may be reviewed annually with room for reappointment, rotation, or restructuring based on organizational needs.

Section 6: Leadership Standards

All national leaders must:

- Be in agreement with EFF's Statement of Faith
- Sign the Code of Conduct and Branding Agreement
- Demonstrate maturity, reliability, and integrity
- Attend required trainings, meetings, and retreats

ARTICLE XI – NATIONAL PROJECTS & INITIATIVES

Section 1: Mission-Aligned Initiatives

EFF operates several national initiatives that reflect the mission to prevent college dropouts and increase student support across the United States. These initiatives provide structured programs to address emergency needs, increase access to resources, and uplift students through spiritual and academic development.

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Section 2: Key Initiatives

The four official national initiatives of EFF are:

1. **EFF Ambassador Program** – A student-led advocacy program placing trained ambassadors at campuses nationwide to expand EFF's impact and support system.
2. **The James Pillar Project** – Providing structured mentorship, scholarship guidance, career development, and financial literacy rooted in biblical action.
3. **The EFF Lift Fund** – Offering emergency assistance for tuition, housing, groceries, tech, and transportation to help students stay enrolled.
4. **Esther's Light** – A faith-based community initiative focused on Bible study, mentorship, worship, and spiritual healing for students.

Section 3: Oversight and Expansion

All initiatives are overseen by National Leadership and evolve based on need and student engagement. New projects must be approved by the National Office and align with EFF's mission and vision.

Section 4: Campus Integration

Collegiate chapters are required to promote and participate in national initiatives. Chapters must host at least one event per semester tied to a national initiative and report outcomes to the National Office.

Section 5: Branding and Consistency

All national initiatives must maintain consistent branding and messaging in accordance with the EFF Branding & Media Policy.

ARTICLE XII – MEETINGS & NATIONAL CONVENTIONS

Section 1: National Meetings

The National Executive Director and National Board shall coordinate annual meetings to provide updates, review policies, and cast vision for the organization. These meetings may be held virtually or in person.

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Section 2: Chapter Leadership Calls

Chapter Executive Board members are required to attend national leadership calls each semester. These meetings serve as training opportunities, planning sessions, and updates on national expectations.

Section 3: National Leadership Training

EFF shall host at least two official National Leadership Training sessions per year—typically held in May and December. These trainings are mandatory for all chapter leaders and ambassadors and may be supplemented by additional workshops, ministry development sessions, and certification opportunities.

Section 4: Annual National Convention

EFF aims to host an annual National Convention for students, leaders, supporters, and partners to:

- Celebrate organizational progress
- Recognize outstanding leaders and chapters
- Equip students with tools for success
- Foster spiritual growth and corporate worship

National Convention planning and location are determined by the Executive Director and Planning Committee. Attendance is strongly encouraged for all chapters.

Section 5: Voting and Decision-Making

During national meetings and conventions, chapters and leaders may be given the opportunity to vote on major organizational decisions, policies, or initiatives. Voting eligibility and procedures will be outlined by the National Office.

ARTICLE XIII – NATIONAL STANDARDS & ORGANIZATIONAL BYLAWS

Section 1: Scope of Standards

The following standards and bylaws apply to all national departments, collegiate chapters, ambassadors, volunteers, and partners affiliated with Esther Funds

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Foundation. These standards exist to protect the legal, spiritual, and organizational integrity of the Foundation.

Section 2: Branding, Representation, and Communication

All individuals and chapters must:

- Use official EFF logos, fonts, and colors per the Branding & Media Policy
- Refrain from creating separate social media pages, merchandise, or websites without national approval
- Use professional, faith-based language in all communications
- Represent EFF positively online and in person

Section 3: Email & Correspondence Policy

All national and chapter leaders must:

- Use official EFF email signatures and addresses (if provided)
- Maintain regular communication with advisors and national liaisons
- Respond to official emails within 3-5 business days
- Ensure correspondence is respectful, grammatically correct, and mission-aligned

Section 4: Financial Integrity

Chapters and leaders must:

- Submit accurate financial reports when handling EFF funds
- Receive national approval for fundraisers using the EFF name
- Refrain from misusing, withholding, or redirecting funds
- Follow IRS guidelines for nonprofit management and ethical fundraising

Section 5: Chapter Structure and Roles

Each chapter must:

- Follow the required executive board structure

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- Ensure the Director of Collegiate Ministry is not optional
- Document roles and responsibilities clearly
- Provide training to incoming officers in partnership with national onboarding

Section 6: Training & Onboarding Requirements

All new leaders must:

- Complete National Leadership Training and certification modules
- Sign a leadership agreement confirming understanding of responsibilities
- Undergo any required ministry or conduct clearances when applicable

Section 7: Recordkeeping and Compliance

Chapters and departments must:

- Submit a semesterly compliance form to the National Office
- Maintain records of member participation, service hours, and finances
- Document meetings, decisions, and major events

Failure to meet national standards may result in corrective action as determined by the Executive Director or National Board.

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- Provide training to incoming officers in partnership with national onboarding

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- Sign a leadership agreement confirming understanding of responsibilities
- Undergo any required ministry or conduct clearances when applicable

Section 7: Recordkeeping and Compliance

Chapters and departments must:

- Submit a semesterly compliance form to the National Office
- Maintain records of member participation, service hours, and finances
- Document meetings, decisions, and major events

Section 8: External Collaborations & Legal Protections

- All collaborations, partnerships, or agreements entered on behalf of Esther Funds Foundation must be approved in writing by National Headquarters. No chapter, ambassador, leader, or volunteer may sign or authorize a memorandum of understanding, financial contract, sponsorship, or agreement without prior written consent from the National Office.
- EFF shall not be held liable for any unauthorized commitments, contracts, or activities made without official approval.
- Any vendor, partner, or collaborator working with EFF must sign the official EFF Partner Agreement and abide by the ethical and spiritual guidelines outlined in the Code of Conduct.
- All events or projects involving co-branding or funding must be reviewed by the Executive Director or an authorized National Officer.

Section 9: Long-Term National Initiatives & Research Commitment

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- EFF's four national initiatives—EFF Ambassador Program, The James Pillar Project, EFF Lift Fund, and Esther's Light—are projected to operate and evolve for the next 5–7 years as core components of the Foundation's national strategy.
- Each initiative will be supported by annual surveys, participant evaluations, retention data, and impact reports submitted to the National Office.
- Data collected through EFF programs may be used to support grant applications, policy advocacy, and academic research efforts aligned with EFF's mission.
- Chapters must contribute to data-gathering efforts by completing evaluation forms, member surveys, and program assessments.

Section 10: Website and Digital Regulations

- All chapters must submit updates for publication on the official EFF website. Chapters are not permitted to create independent websites or domains.
- Only the National Office may manage the official Esther Funds Foundation web presence, which includes content approval, scholarship updates, partner listings, press releases, and initiative rollouts.
- Use of the website must align with EFF's mission, and all published content must be reviewed by the Communications Department or Executive Director.

Section 11: National Leader Removal & Accountability

- National leaders may be removed by the Executive Director or National Board for: failure to fulfill responsibilities, repeated absence, violation of the Code of Conduct, misrepresentation of the organization, or misconduct.
- Written documentation, warning, and an opportunity for appeal shall be provided unless the offense is deemed a breach of ethics, ministry, or legal trust.

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- Vacant national roles may be filled temporarily by appointment until the next scheduled national review.

Section 12: Collegiate Chapter Performance Policies

- Collegiate chapters must meet minimum expectations in attendance, event execution, reporting, and spiritual alignment. Chapters that fail to meet expectations for two consecutive semesters may be placed on probation.
- Each chapter shall be evaluated annually based on chapter activity, engagement, data reporting, fundraising efforts, and overall alignment with EFF's mission.
- Inactive chapters or chapters that fail to respond to national communication may be removed and required to reapply.
- EFF reserves the right to reallocate chapter resources or shift strategic support to emerging chapters as national expansion continues.

ARTICLE XIV – ORGANIZATIONAL PROTECTION CLAUSES

Section 0: Executive Director & Staff Compensation Protection

The Executive Director of Esther Funds Foundation shall be entitled to receive a fair and reasonable salary and compensation package as determined by the National Board of Directors. This compensation shall be commensurate with the scope of responsibilities and the national impact of the organization. Upon the hiring of additional staff, the following conditions shall apply:

- All paid roles must have clearly documented contracts and role descriptions approved by the National Board.
- Staff compensation shall be documented in the annual operating budget.
- Staff are entitled to receive reimbursement for pre-approved organizational expenses.
- Any dispute regarding salary or compensation shall be reviewed and resolved by the Executive Director in conjunction with the National Board.

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- Any malicious attempts to slander, withhold pay, or undermine the role of the Executive Director or paid staff may result in immediate legal review.

The Executive Director shall not be removed or replaced except in the event of voluntary resignation, retirement, permanent incapacitation, or death. In any matter regarding alleged misconduct, a full and fair investigation must be conducted by an independent panel approved by the National Board. The Executive Director retains legal rights and protections under nonprofit leadership law.

Section 0A: Volunteer and Chapter Role Clarification

All chapter members, volunteers, and student leaders serve in unpaid capacities. They are not considered employees and shall not receive wages, tips, or benefits unless formally hired by the National Office. Volunteer service is acknowledged with hour verification, awards, and letters of recommendation at the discretion of the Foundation.

Notice of Agreement

By accessing the Esther Funds Foundation website, participating in any of our events or programs, joining a chapter, applying for scholarships, or engaging with our content in any form (digital or physical), you agree to abide by the terms, conditions, and governing policies outlined in this National Constitution & Bylaws. Esther Funds Foundation reserves the right to pursue legal action against any party who violates these terms or misrepresents our organization.

Section 1: Intellectual Property & Identity Protection

The name "Esther Funds Foundation," our slogan "Every Future Fulfilled," and all associated marks—including logos, seals, slogans, course materials, graphics, initiatives, and documents—are the exclusive intellectual property of EFF. Esther Funds Foundation is a trademarked entity, and any attempt to duplicate, mimic, profit from, imitate, or rebrand EFF identity (e.g., by creating similar organizations like "Deborah Funds Foundation") will be treated as infringement and grounds for immediate legal action. Unauthorized use of our identity, branding, or name is strictly prohibited. EFF reserves the right to pursue civil or criminal charges against individuals or groups in violation.

Section 6: National Identity and Symbols

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- The official national mascot of Esther Funds Foundation shall be the Dove, symbolizing peace, purity, and the Holy Spirit.
- The official national colors of EFF are Royal Purple and Pure White. These colors must be used across all national branding, merchandise, and chapter representation unless otherwise authorized.
- The official national pledge of EFF shall be recited at induction ceremonies and official meetings:
"I pledge to serve with faith, lead with purpose, and never give up on the future God has called me to fulfill. I am Esther Strong—courageous, chosen, and committed to completion."
- The national anthem or song of Esther Funds Foundation shall be selected and published by the Executive Director and National Ministry Team. It must reflect the organization's core values of faith, perseverance, and divine identity. Once selected, it shall be used during national conventions, major induction ceremonies, and media content.

These national identity markers may not be copied, duplicated, repurposed, or used outside of EFF contexts without written permission from the National Office.

Section 2: Non-Compete & Conflict of Interest

No active national officer, regional coordinator, or chapter president may operate or create a nonprofit or initiative that conflicts with or directly mirrors the mission, identity, or structure of EFF. All national leaders must disclose current affiliations and leadership roles in outside organizations. Any potential conflicts of interest must be submitted in writing to the National Office for review.

Section 3: Volunteer & Intern Protections

All volunteers, interns, and service learners must:

- Sign confidentiality and liability forms prior to engaging in service
- Complete training or onboarding procedures
- Work under the supervision of approved EFF leaders only

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- Refrain from acting on behalf of EFF in any official capacity without written permission

Volunteer hours may be validated for school credit or internship requirements with national approval.

Section 4: Digital & Social Media Behavior

All leaders and members must maintain Christ-centered conduct on all public and private platforms, including:

- Refraining from posting profane, hateful, or inappropriate content
- Avoiding arguments or drama under EFF-branded posts
- Including at least one chapter advisor or national leader in all group chats used for organizational communication
- Understanding that EFF reserves the right to remove any digital content that compromises its spiritual or professional integrity

Section 5: Chapter Grievance Process & Member Protections

Chapters must provide a pathway for members to report complaints, misconduct, or neglect by their executive boards. EFF shall maintain an anonymous Chapter Grievance Form submitted directly to National Headquarters. EFF prohibits retaliation against whistleblowers and will take necessary disciplinary actions to protect the safety and well-being of members.

Grievances may include, but are not limited to:

- Misuse of chapter authority
- Bullying, exclusion, or hazing within the chapter
- Unfair disciplinary action
- Lack of communication or support from leadership

ARTICLE XVI – DISSOLUTION CLAUSE

Section 1: Organizational Continuity

In the event of potential dissolution of Esther Funds Foundation (EFF), every

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reasonable effort must be made to preserve the mission, brand identity, and support systems developed by the Foundation. Dissolution may only occur through a unanimous vote of the Executive Director and National Board, with a 60-day public notice issued in writing.

Section 2: National Oversight & Legal Wrap-Up

The National Office shall initiate an orderly wind-down process to:

- Notify all chapters, ambassadors, volunteers, and program partners
- Cease operations of all national programs in a phased, ethical manner
- Secure all branding, trademarks, financial records, and internal data

Section 3: Collegiate Chapter Protections

In the event of dissolution:

- Chapters will be formally decommissioned with written notice
- Members shall receive closure acknowledgments and service certificates
- Advisors and campus partners will be informed with documentation
- All chapter records and leadership logs will be archived for legal and historical record

Section 4: National Programs & Initiatives

The following national initiatives must either be dissolved ethically or transferred to a trusted Christian nonprofit organization:

- EFF Ambassador Program
- The James Pillar Project
- The EFF Lift Fund
- Esther's Light

All scholarship or emergency fund distributions must be completed or transferred to a like-minded nonprofit within 60 days of dissolution approval.

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Section 5: Financial Obligations

Before final closure:

- All debts must be paid in full (staff stipends, vendor contracts, outstanding reimbursements)
- Any remaining assets shall be distributed to 501(c)(3) organizations that align with EFF's mission
- No staff, founder, or board member shall receive personal gain from EFF's remaining assets

Section 6: Protection of Legacy

- The name, logos, slogans, website, and intellectual property of EFF will be legally protected in perpetuity
- No individual or external party may restart, rebrand, or repurpose EFF programs or resources without the written legal consent of the founder or full Board of Directors
- A digital memorial archive of EFF's impact, awards, and student work may be established to honor the organization's mission beyond its closure

ARTICLE XV – RATIFICATION & ADOPTION

This National Constitution and Bylaws of the Esther Funds Foundation were prayerfully authored, reviewed, and adopted by the National Executive Director and National Board on this day, with the intent to uphold righteousness, integrity, protection, and divine order in the governance of this Christ-centered nonprofit ministry.

By upholding these articles, we affirm our commitment to:

- Safeguard the mission and identity of EFF for present and future generations
- Uphold the rights and responsibilities of all chapters, ambassadors, and national leaders

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- Operate in legal, ethical, and biblical excellence across all departments and regions
- Protect the authority, compensation, and safety of national leadership, while maintaining accountability
- Defend the rights of collegiate chapters and student members to thrive within EFF's covering

This document shall serve as the highest governing authority for the Esther Funds Foundation. It must be formally reviewed by the Executive Director and National Board every two (2) years to ensure it remains legally sound, spiritually aligned, and organizationally relevant as the foundation expands.

No chapter, ambassador, volunteer, or external party shall modify, revise, duplicate, or omit any portion of this document without written approval from the Executive Director and a unanimous vote by the National Board. Any unauthorized alteration or use shall be considered null, invalid, and subject to disciplinary or legal action. for the Esther Funds Foundation, and any amendments or additions must reflect the values herein.

esther funds foundation holds the right to enforce, protect, and preserve the integrity of this document. adopted april 18, 2025.