

ESTHER FUNDS FOUNDATION

Bylaws of Esther Funds Foundation

“Every Future Fulfilled”

2026

Adopted — in force

STATUS

Effective Academic Year 2026

ADOPTED BY

Shayna Vincent, Executive Director & Founder

RECORD OF ADOPTION

Adopted and ratified by the Executive Director of Esther Funds Foundation, 2026 (Adoption & Signature Page). The cover reads: Approved by the National Board & Team. The signed copy leaves the date of adoption blank.

SOURCE

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PREAMBLE

About Esther Funds Foundation

We, the leaders and members of the Esther Funds Foundation (EFF), do hereby establish these 2026 Bylaws as the supreme 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, divine 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 the financial and systemic barriers that hinder students from completing their education. Shayna Vincent is a graduate of Florida A&M University, holding an A.A. in Education from Hillsborough Community College and a B.S. in Elementary Education from FAMU. She founded EFF after personally experiencing the realities that lead many students to leave college — having dropped out twice before returning to complete her degrees. Her lived experience, faith, and commitment to student success continue to shape the mission and direction of Esther Funds Foundation.

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.

While our primary focus started in Tallahassee, Florida, EFF is actively expanding throughout the entire United States, establishing collegiate chapters on campuses nationwide to provide on-campus support, mentorship, and ministry encouragement for students at risk of dropping out. We are 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.

By 2025, EFF expanded from one chapter to over nine chartered chapters at institutions including Florida A&M University, University of North Carolina Charlotte, Texas Southern University, Norfolk State University, Florida State University, Tallahassee State College, Southern University (Baton Rouge), Sam Houston State University, Prairie View A&M University, and others in progress. EFF trained over 200 student leaders and reached over 3 million students through national scholarship initiatives.

This document — the 2026 Bylaws — supersedes all prior versions and serves as the HIGHEST governing authority for the Esther Funds Foundation.

FOUNDATION STATEMENT

Mission, Vision & What We Do

Our Mission

The Esther Funds Foundation prevents college dropouts and breaks generational poverty by mobilizing its faith-centered, peer-led chapter network to deliver critical financial assistance and professional mentorship. Through these efforts, we drive higher graduation rates from marginalized communities, empowering low-income and underrepresented students to secure equitable representation in the workforce.

Our Vision

We envision a world where The Esther Funds Foundation is the number one leading source for preventing college dropouts, guaranteeing that all underrepresented students from marginalized communities are fueled by faith and community to have a direct, unobstructed path to achieve higher education, break generational cycles of poverty, and secure full equitable representation in the workforce, leaving Every Future Fulfilled.

What We Do

At Esther Funds Foundation (EFF), we are a Christ-centered nonprofit ministry dedicated to preventing college dropouts and ensuring that minority, first-generation, and low-income students complete their education. While we are still growing, we are actively establishing collegiate chapters across the United States to provide on-campus support, mentorship, and ministry encouragement for students at risk of dropping out. Through donation assistance and scholarship opportunities as funds allow, we work to relieve some of the burdens that make college completion difficult. Our long-term vision includes providing emergency financial support, essential resources like books and groceries, and tuition relief.

Our organizational tagline — “Every Future Fulfilled” — is not merely a slogan; it is a covenant commitment to every student we serve.

STRATEGIC FRAMEWORK

The Four Strategic Pillars

To fulfill our mission, EFF operates on four strategic pillars that guide all national and chapter programming, growth, and organizational impact:

Pillar 1 — Collegiate Chapter Expansion

Establishing student-led chapters at accredited colleges and universities nationwide to provide mentorship, ministry, peer support, and localized dropout prevention resources.

Pillar 2 — Scholarships & Donation Assistance

Offering scholarships as funds allow and connecting students with critical emergency financial resources, including assistance for tuition, books, groceries, housing, technology, and transportation.

Pillar 3 — Faith-Based Support & Community

Creating Christ-centered communities of care — including Bible study, prayer, worship, spiritual mentorship, and mental health resources — so no student faces their college journey alone.

Pillar 4 — Future Growth & Advocacy for Systemic Change

Expanding EFF's national reach to address systemic, financial, and policy-level barriers that drive college dropout rates, advocating for equitable access to higher education and workforce representation.

NATIONAL BRANCHES

EFF National Branches

Esther Funds Foundation operates **two (2)** designated national branches. Each branch is an official arm of EFF and must operate in full alignment with national bylaws, the Code of Conduct, and EFF branding and mission standards. No branch may act independently of National Headquarters. All branch programming, events, and campaigns must receive prior written approval from the National Executive Director.

Branch 1 — Black Girls Read and Rise Foundation

Black Girls Read and Rise Foundation is EFF's literacy, academic enrichment, and student empowerment branch, dedicated to empowering young Black women through the power of reading, intellectual development, educational aspiration, confidence, and leadership growth. This branch supports EFF's mission by fostering a love of learning, promoting academic persistence, building resilience and professional readiness, and providing intentional community for Black women navigating higher education. Programming under Black Girls Read and Rise Foundation must reinforce college completion, literacy outcomes, and faith-centered leadership. All references within this document and in chapter materials to branch programming shall use the full and correct name: **Black Girls Read and Rise Foundation**.

Branch 2 — Pretty Girls Who Serve

Pretty Girls Who Serve (PGWS) is EFF's community service and social impact branch, celebrating and mobilizing service-minded women who use their gifts and platform to make a tangible difference in their communities and campuses. PGWS upholds a standard of excellence, grace, and purpose-driven service, including scholarship competitions and community campaigns. The Miss Pretty Girl Who Serves title is an official EFF scholarship competition role. All PGWS programming must align with EFF's branding and conduct standards. The correct name of this branch is **Pretty Girls Who Serve** (singular "Serve").

Governance of Branches: Each branch operates under the oversight of the National Executive Director and designated national leadership. Branches must receive written national approval before hosting events, campaigns, or programs under their branch identity. Branch activities must be reported to National Headquarters each semester. Branches are subject to the same compliance, probation, and removal standards as collegiate chapters. Any prior reference in chapter documents, websites, social media, or internal records to a third branch, or to the name "Rise" as a standalone branch, is hereby superseded and corrected by this provision. Effective upon adoption of these bylaws, EFF has exactly two (2) official branches as named above.

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." The name, logo, tagline, and all associated marks are the exclusive intellectual property of EFF and may not be used, replicated, or repurposed without written approval from the National Executive Director.

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 maintaining its 501(c)(3) nonprofit designation. The Foundation abides by IRS policies and standards for charitable organizations. No individual, chapter, or affiliate shall act in any manner that jeopardizes EFF's nonprofit or tax-exempt status.

Section 3 — Legal Operation

The Foundation operates under nonprofit law, with its National Headquarters located in the Southeastern United States. All collegiate chapters, national branches, and national initiatives are subject to oversight by the Executive Director and National Board of Directors. Collegiate chapters are not independent entities; they operate as subordinate extensions of EFF National Headquarters.

Section 4 — Official Seal, Branding, and Symbols

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. The official national colors of EFF are Royal Purple and Pure White. The official national mascot is the Dove, symbolizing peace, purity, and the Holy Spirit. The official national pledge shall be recited at induction ceremonies:

"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."

Section 5 — Intellectual Property Protection

The name "Esther Funds Foundation," the tagline "Every Future Fulfilled," and all associated marks including logos, seals, slogans, course materials, graphics, initiatives, and documents are the exclusive intellectual property of EFF. Any attempt to duplicate, mimic, profit from, imitate, or rebrand EFF's identity will be treated as infringement and grounds for immediate legal action. EFF reserves the right to pursue civil or criminal charges against individuals or groups in violation.

Section 6 — 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. (See also Article XXIV — Conflict of Interest.)

ARTICLE II

Mission & Purpose

Section 1 — Mission

The Esther Funds Foundation prevents college dropouts and breaks generational poverty by mobilizing its faith-centered, peer-led chapter network to deliver critical financial assistance and professional mentorship. Through these efforts, we drive higher graduation rates from marginalized communities, empowering low-income and underrepresented students to secure equitable representation in the workforce.

Section 2 — Purpose

The Foundation exists to:

- 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 and equitable education access.
- Establish and sustain student-led collegiate chapters that serve as localized support hubs.

Section 3 — Vision

We envision a world where The Esther Funds Foundation is the number one leading source for preventing college dropouts, guaranteeing that all underrepresented students from marginalized communities are fueled by faith and community to have a direct, unobstructed path to achieve higher education, break generational cycles of poverty, and secure full equitable representation in the workforce, leaving Every Future Fulfilled.

Section 4 — Tagline

The official organizational tagline of Esther Funds Foundation is: "Every Future Fulfilled." This tagline represents EFF's covenant commitment to every student served and may not be used by any outside entity without written permission.

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. Faith is not optional but foundational to the identity, culture, and mission of EFF.

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 infinite value.

Section 3 — Faith in Practice

EFF shall maintain a commitment to Christian character in all national and chapter operations. Faith-based practices 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
- Ministry programming at all chapter and national events

Section 4 — Required Faith Integration

All collegiate chapters must maintain an active Director of Collegiate Ministry and integrate faith throughout their programming. 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 faith development of national staff, ambassadors, and chapter leaders. Spiritual engagement is not optional. Habitual neglect of faith components may result in disciplinary action, including removal from leadership roles or chapter probation.

Section 5 — Chaplain & Minister Standards

All individuals serving in a Chaplain, Minister, or Ministry Director role within EFF — at the chapter or national level — are held to the highest standard of spiritual conduct. These leaders must demonstrate

anti-hostility, respect, humility, and biblical integrity in all interactions. Any minister or chaplain found to be fostering division, hostility, or spiritual manipulation within EFF shall be subject to immediate disciplinary review and removal.

ARTICLE IV

National Governance & Authority

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. The authority of Nationals supersedes the authority of all collegiate chapters, regional affiliates, branches, ambassadors, and individual members without exception.

Section 2 — Supremacy of National Authority

Esther Funds Foundation Nationals holds supreme authority over all chapters, branches, programs, events, communications, and financial matters conducted under the EFF name. No chapter, officer, branch, or affiliate may override, circumvent, or disregard directives issued by the National Office. In any matter of conflict between national policy and chapter-level decisions, national policy shall govern.

Section 3 — 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, under the oversight and appointment of the Executive Director.

Section 4 — 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. Board of Directors roles are projected to formally open in 2026. The Board serves in an advisory and oversight capacity, and no Board action supersedes the authority of the Executive Director in matters of organizational governance and mission execution.

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 standards, spiritual requirements, and reporting expectations. The National Office has the authority to approve, suspend, place on probation, or permanently deactivate chapters based on performance, compliance, and alignment with EFF's mission and these bylaws.

Section 6 — 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.

ARTICLE V

Role of the Executive Director

Section 1 — Authority of the Executive Director

The Executive Director of Esther Funds Foundation is Shayna Vincent, Founder and highest-ranking officer of the organization. The Executive Director holds ultimate authority over all organizational matters including governance, strategic direction, personnel decisions, chapter oversight, financial approvals, program development, branding, public communications, and national initiatives.

Section 2 — Scope of Final Decision-Making

The Executive Director shall have final decision-making authority in all matters affecting the Esther Funds Foundation. This authority includes but is not limited to:

- Approving or denying chapter applications, petitions, and appeals
- Appointing, restructuring, or removing national leadership positions
- Approving all national programs, campaigns, fundraising efforts, and partnerships
- Overriding or modifying decisions made by chapter leadership when necessary
- Issuing corrective action plans, probationary measures, or removal orders for any member, leader, or chapter
- Approving all amendments to these bylaws, subject to National Board review
- Serving as the final authority in all disciplinary and reinstatement proceedings

Section 3 — Compensation and Protection

The Executive Director shall be entitled to receive a fair and reasonable salary and compensation package as determined by the National Board of Directors, commensurate with the scope of responsibilities and national impact of the organization. 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 all legal rights and protections under nonprofit leadership law.

Section 4 — Succession

In the event of a temporary absence of the Executive Director, the Deputy Officer or highest-ranking appointed national leader shall serve as Acting Director until the Executive Director resumes duties or a successor is formally designated. Succession planning shall be documented by the National Board and reviewed annually.

ARTICLE VI

Officer Roles & Executive Board Duties

Each EFF collegiate chapter shall maintain a structured Executive Board composed of the following officers. All officers must be enrolled students at their respective institution, maintain good academic standing, and complete EFF National Leadership Training before operating in their roles. All officer positions are leadership commitments — not honorary titles — and require consistent performance, conduct, and engagement.

Section 1 — President

The President is the primary leader and public face of the chapter. The President is responsible for presiding over all chapter meetings and events, serving as the primary liaison between the chapter and National Headquarters, ensuring all chapter members and officers fulfill their responsibilities, maintaining the chapter's compliance with EFF national bylaws and policies, consulting with the Executive Board before making major decisions, and representing the chapter at national calls, trainings, and conventions. The President may not act unilaterally on major chapter decisions without consultation with the Executive Board and, when applicable, National Headquarters. The President must follow these bylaws at all times.

Section 2 — Vice President

The Vice President supports the President in all leadership functions and assumes the full duties of the President in the President's absence. Additional responsibilities include: assisting with planning and coordination of chapter events and meetings, overseeing internal project timelines and officer accountability, and serving as a bridge between the President and the broader Executive Board. The Vice President must be prepared to assume presidential authority at any time.

Section 3 — Secretary

The Secretary is responsible for all chapter documentation and communications. Duties include: recording and distributing official minutes for all Executive Board and General Body meetings; maintaining an organized archive of chapter correspondence, meeting records, and compliance documents; drafting official chapter communications when directed; and submitting required reports and documents to National Headquarters on schedule.

Section 4 — Treasurer / Financial Officer

The Treasurer serves as the chief financial steward of the chapter. Duties include: maintaining a transparent, up-to-date ledger of all chapter income and expenses; ensuring all chapter funds are housed in a university-approved account or national-approved system (no personal accounts or personal payment apps); submitting financial reports to the chapter advisor and National Headquarters each semester; keeping all receipts, transaction records, and financial documentation for a minimum of one (1) year; and overseeing all fundraising revenue management. The Treasurer may not authorize expenditures without chapter approval. Misuse of chapter funds is grounds for immediate removal.

Section 5 — Parliamentarian

The Parliamentarian ensures order, procedure, and compliance in all chapter operations. Duties include: enforcing chapter bylaws and national policies during meetings and events; tracking and issuing participation strikes under the EFF Strike System; maintaining member participation point records; documenting all disciplinary actions and communicating them to the Chapter Advisor; and advising the President and Executive Board on matters of procedure. The Parliamentarian must be fair, impartial, and consistent in applying accountability standards.

Section 6 — Membership Chair

The Membership Chair oversees the growth and tracking of chapter membership. Duties include: managing the chapter recruitment process and interest meetings; tracking participation points for all general body members; maintaining accurate and current member rosters submitted to Nationals each semester; overseeing the "Esther Experience" onboarding process for new members; and coordinating membership events and engagement initiatives.

Section 7 — Community Service Chair

The Community Service Chair leads and coordinates all chapter community service activities. Duties include: organizing a minimum of 25 community service hours per chapter per semester; maintaining documentation and sign-in sheets for all service projects; submitting community service reports to National Headquarters; and identifying community partners and service opportunities aligned with EFF's mission.

Section 8 — Fundraising Chair

The Fundraising Chair leads all chapter fundraising efforts in coordination with the Treasurer and National Headquarters. Duties include: planning and executing approved chapter fundraisers each semester; coordinating participation in the mandatory national Double Good popcorn fundraiser; collaborating with Nationals on joint fundraising campaigns; and submitting fundraising plans for national approval prior to execution. No fundraiser may be launched without prior national approval.

Section 9 — Social Media & Communications Chair

The Social Media and Communications Chair manages all official chapter communications and approved digital presence. Duties include: managing the chapter's officially approved social media accounts;

creating content that aligns with EFF branding, mission, and conduct standards; coordinating with National Headquarters on approved campaigns; and ensuring no unauthorized social media pages, websites, or digital presences are created under the chapter or EFF name. All chapter social media content must reflect EFF's Christian, professional, and mission-aligned values.

Section 10 — Chaplain / Director of Collegiate Ministry

The Chaplain or Director of Collegiate Ministry is responsible for the spiritual life of the chapter. This role is not optional. Duties include: planning and leading weekly or bi-weekly Bible study, prayer circles, or devotional sessions; ensuring faith is integrated into all chapter activities and leadership decisions; partnering with the National Chaplain and National Ministry Team; providing spiritual encouragement to members; and maintaining a spirit of anti-hostility, respect, and biblical integrity in all ministry engagements. This officer is held to the highest standard of spiritual conduct.

Section 11 — Historian

The Historian documents and preserves the chapter's legacy and impact. Duties include: photographing and archiving chapter events, meetings, and milestones; maintaining a digital chapter archive submitted annually to National Headquarters; creating semester and annual recap materials; and managing official chapter memory books, presentations, or recap content.

Section 12 — Chapter Advisor

Each chapter must maintain at least one (1) designated Chapter Advisor who is a faculty or staff member at the institution. The Chapter Advisor serves as an institutional liaison and leadership mentor. The Chapter Advisor must: remain informed about chapter events and activities; be available for consultation and guidance; ensure that university policies and EFF national policies are followed; uphold impartiality in disputes; and be present (or provide written guidance) for critical events such as elections, disciplinary procedures, or fundraisers. Chapter Advisors are equally subject to the EFF Code of Conduct. Advisors who fail to fulfill responsibilities or contribute to misconduct may be replaced at the discretion of EFF national leadership.

Section 13 — Additional Officers

The National Office may authorize the creation of additional chapter officer positions as needed to support chapter programming and growth. All such positions must be documented and submitted to National Headquarters for approval. No chapter may create officer positions that conflict with, duplicate, or supersede the roles established herein.

ARTICLE VII

Chain of Command

Section 1 — Mandatory Consultation Before Major Decisions

Chapter Presidents must consult with their full Executive Board before making any major decision affecting the chapter, its members, its finances, or its public representation. Major decisions include but are not limited to: hosting events, launching fundraisers, entering partnerships or collaborations, recruiting initiatives, disciplinary actions against members, and any decision that affects chapter resources or chapter standing with National Headquarters.

Section 2 — No Unilateral Action

No single officer — including the chapter President — may take unilateral action on behalf of the chapter without the knowledge and input of the Executive Board and, when required, National Headquarters. Unilateral decisions that bind the chapter financially, legally, or reputationally without board consultation shall be considered a violation of these bylaws and may result in officer removal.

Section 3 — Bylaws Compliance

All chapter officers and members must follow these bylaws at all times. The chain of command is as follows: **National Executive Director -> National Board -> National Leadership Team -> Chapter Advisor -> Chapter President -> Chapter Executive Board -> General Body Members**. No individual at any level may circumvent this chain. Disputes or concerns must be escalated through proper channels.

Section 4 — Reporting Obligations

Chapter Presidents are responsible for ensuring the full Executive Board is informed of all national directives, policy updates, training requirements, and compliance deadlines. Ignorance of a national directive is not grounds for non-compliance. The President is accountable for disseminating information within forty-eight (48) hours of receipt from National Headquarters.

ARTICLE VIII

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

- **General Members:** Students affiliated with a collegiate chapter who have completed the membership process and agreed to uphold EFF's mission and Code of Conduct.
- **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.
- **Ambassadors:** Students selected to represent EFF on their campus through the Campus Ambassador Program.
- **Royal Court:** Scholarship competition participants and titleholders (Miss Esther Funds National, Miss Esther Funds University, Miss Pretty Girl Who Serves, etc.).

Section 3 — Membership Dues

National EFF membership is FREE. No student shall be required to pay national dues to join the Esther Funds Foundation. Individual collegiate chapters may collect local chapter dues not to exceed thirty dollars (\$30.00) per semester. Any chapter seeking to charge dues must obtain written approval from National Headquarters. No chapter may use dues as a barrier to membership or participation.

Section 4 — The Esther Experience

All new general body members must complete "The Esther Experience" onboarding period before being formally inducted. The Esther Experience includes: an interest meeting, an EFF-aligned workshop, a bonding event, a fundraising participation, a Bible study, and a community service project. The Esther Experience is designed to ensure all new members understand and embrace EFF's mission, values, and expectations before becoming active members. The experience must be free from any form of hazing, intimidation, humiliation, or coercion.

Section 5 — Active vs. Inactive Status

Member status is determined by the 15-Point Participation System (see Article XII). Members who earn fifteen (15) or more participation points per semester are classified as Active. Members who fail to earn fifteen (15) points by the end of the semester shall be classified as Inactive. Inactive status may impact leadership eligibility, voting privileges, recognition, and continued participation as determined by chapter and national policy.

Section 6 — 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; or 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 IX**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, a faculty/staff advisor, and written agreement to these bylaws.

Section 2 — Minimum Chapter Requirements

To operate in good standing, each chapter must:

- Have at least seven (7) active student members
- Maintain a full Executive Board including a President, Vice President, Secretary, Treasurer, Parliamentarian, Membership Chair, Community Service Chair, Fundraising Chair, Social Media Chair, Chaplain/Director of Collegiate Ministry, and Historian
- Have a designated and approved Campus Advisor
- Submit semesterly compliance forms and reports to National Headquarters
- Uphold EFF's branding, faith, and conduct standards
- Use the official chapter EFF email for all official communications (no personal email for chapter business)

Section 3 — Chapter Responsibilities

Each chapter is responsible for: organizing and hosting at least two (2) donation drives per semester; facilitating a minimum of three (3) workshops or events per semester focused on student success and dropout prevention; hosting or attending faith-based events (Bible study, prayer gathering); participating in national initiatives and campaigns as required; and accurately reporting chapter volunteer hours and impact statistics.

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, clearly communicated expectations, and completion of The Esther Experience onboarding period. All prospective members must sign the EFF Membership Agreement and Code of Conduct Acknowledgement Form. Inductions must be conducted with professionalism and respect, in alignment with EFF's faith-based mission, and free from any form of hazing, bullying, intimidation, or humiliation. EFF maintains a zero-tolerance policy for hazing in all forms.

Section 5 — 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 Bylaws, Code of Conduct, or Branding Policy; misuse of funds or misrepresentation of the organization; or 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 through the Executive Director.

ARTICLE X

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 conduct, 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. 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.

Section 2 — Faith Programming Requirements

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

- Regular prayer before meetings and events
- Faith-led devotionals, Bible studies, or spiritual sessions (chapters must hold at least two (2) Bible studies per semester)
- 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 or Chaplain. This individual shall plan and lead weekly or bi-weekly Bible study, prayer, or fellowship gatherings; partner with the National Chaplain or Director of Ministry; and 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.

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 — 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. All individuals serving in ministry-facing roles must demonstrate anti-hostility, spiritual maturity, and Christ-centered leadership at all times.

ARTICLE XI

National Chapter Compliance Requirements (Fall 2026 & Ongoing)

Effective Fall 2026 and continuing for all subsequent semesters, every EFF collegiate chapter in good standing must meet the following mandatory national compliance requirements. Failure to meet any of these requirements may result in placement on Chapter Not in Good Standing (CND) status, probation, or chapter deactivation.

Section 1 — REACH Workshop (Annual)

Each chapter is required to conduct one (1) REACH Workshop per academic year on their campus. The REACH Workshop is provided by Nationals as a structured, campus-level student engagement and outreach initiative. **NOTE:** The REACH Project replaces and officially retires the former "James Pillar Project." All references to the James Pillar Project in prior chapter documents are superseded by the REACH Project, effective 2026. Chapters must document workshop attendance and submit a summary report to National Headquarters within two (2) weeks of completion.

Section 2 — National Double Good Popcorn Fundraiser (Mandatory)

All chapters are required to participate in the national week-long Double Good popcorn fundraiser coordinated by Nationals. This fundraiser is mandatory for all active chapters and counts toward the chapter's national fundraising compliance. Chapters that fail to participate without prior written exemption from the Executive Director will be considered non-compliant and may be placed on CND status.

Section 3 — Joint Fundraiser with Nationals (Per Semester)

In addition to the Double Good national fundraiser, each chapter must participate in at least one (1) joint fundraiser with Nationals per semester. These fundraisers are coordinated by National Headquarters and must be executed within the dates and format provided. No chapter may substitute an independent fundraiser for the mandatory joint national fundraiser without written approval from the Executive Director.

Section 4 — Bible Studies (Per Semester)

Each chapter must host a minimum of two (2) Bible studies per semester. Bible studies are a recurring mandatory requirement of chapter membership and compliance. Documentation of Bible study attendance must be maintained and submitted as part of the semesterly compliance report.

Section 5 — Chapter Scholarship Fundraising

Each chapter is required to fundraise toward a local chapter scholarship each academic year. Fundraising targets and reporting requirements will be communicated by National Headquarters. Scholarship funds must be managed by the Treasurer, documented, and submitted to Nationals. Scholarship awards are subject to national review and approval.

Section 6 — Community Service Hours

Each chapter must complete a minimum of twenty-five (25) community service hours per semester as a chapter. Service hours must be documented with official sign-in sheets, project descriptions, and supervisor verification where applicable. All community service reports must be submitted to National Headquarters at the end of each semester.

Section 7 — Financial Records Submission

All chapters must submit complete financial records and documents to National Headquarters each semester, including income/expense ledgers, receipts, fundraising reports, dues records (if applicable), and any other financial documentation related to chapter operations. Failure to submit financial records is a compliance violation.

Section 8 — Semesterly Compliance Form

Each chapter must submit a completed Semesterly Compliance Form to National Headquarters by the designated deadline each semester. This form documents the chapter's fulfillment of all national requirements including events, service hours, fundraising, Bible studies, and financial reporting. Chapters that fail to submit on time will be flagged as non-compliant.

Good Standing Defined: A chapter in good standing is one that has met ALL of the above requirements for the current semester. Chapter Not in Good Standing (CND) status will be formally assigned to any chapter that fails to meet one or more of these mandatory requirements.

ARTICLE XII

Accountability & Participation Standards

The following section is required to be included verbatim in all EFF chapter bylaws per national mandate. This language may not be altered, abridged, or omitted.

National Accountability and Participation Standards

All Esther Funds Foundation (EFF) chapters shall adhere to the National Accountability and Participation Standards established by Esther Funds Foundation Nationals. These standards are mandatory and are effective immediately for all chapters beginning Spring 2026 and beyond.

Membership Participation and Active Status

All members of the chapter are required to earn a minimum of fifteen (15) participation points per semester to maintain active membership status. Participation points shall be awarded as follows: three (3) points for fundraising participation, two (2) points for internal chapter events including General Body Meetings, two (2) points for external events including workshops and collaborations, two (2) points for community service activities, and one (1) point for bonding or fellowship events. Points are cumulative throughout the semester and must be documented through official event sign-in sheets. All events must require member sign-in on the day of the event. Failure to notify the Parliamentarian or designated executive board member of an absence within twenty-four (24) hours before or after an event may result in a one-half ($\frac{1}{2}$) point deduction. Members who do not meet the fifteen (15) point requirement by the end of the semester shall be classified as INACTIVE with the chapter. Inactive status may impact leadership eligibility, voting privileges, recognition, and continued participation as determined by chapter and national policy. The Membership Chair shall be responsible for tracking participation points and maintaining accurate records. The Parliamentarian shall oversee documentation and compliance with this system.

Executive Board Accountability and Strike System

All Executive Board members are subject to the EFF National Executive Board Strike System, which is enforced on a per-semester basis. Executive Board positions are leadership commitments requiring consistent attendance, engagement, and fulfillment of responsibilities. Each Executive Board member is permitted one (1) excused absence per semester for a mandatory meeting or event, provided the absence is communicated in advance and approved. Mandatory meetings and events must be scheduled and communicated in advance. Meetings or events scheduled the same day shall not result in a strike.

Executive Board members are permitted a maximum of three (3) strikes per semester. Three (3) strikes shall result in immediate removal from the Executive Board without exception.

Issuance of Strikes

A strike may be issued for failure to attend a mandatory Executive Board meeting scheduled in advance, failure to attend a mandatory chapter event scheduled in advance, failure to fulfill assigned Executive Board responsibilities, failure to meet deadlines associated with one's role, or repeated lack of responsiveness or engagement. Failure to complete assigned responsibilities shall be considered non-participation. The Parliamentarian is authorized to document and issue strikes. The Chapter President may recommend a strike to the Parliamentarian. The Chapter Advisor, if applicable, shall be notified of all probationary actions and removals. Esther Funds Foundation Nationals reserves the right to review, uphold, or enforce strike decisions at any time.

Strike Progression and Removal Process

The first strike shall result in an official warning. The second strike shall result in placement on probation. The third strike shall result in immediate removal from the Executive Board. Upon removal, the Executive Board member shall relinquish all duties, access, and authority associated with their position effective immediately. The chapter shall initiate the leadership replacement process in accordance with chapter bylaws and national guidelines. Removal decisions under this system are final and may not be appealed at the chapter level.

Mandatory Compliance

This National Accountability and Participation Standards section must be included verbatim in all chapter bylaws. Failure to implement or enforce this system may result in the chapter being placed on Chapter Not in Good Standing (CND) by Esther Funds Foundation Nationals.

ARTICLE XIII

Leadership Training Requirement

Section 1 — Mandatory Training for All Leaders

All collegiate chapter Executive Board members and national leaders must complete official EFF Leadership Training and onboarding before operating in their positions. No individual may exercise officer authority, make chapter decisions, represent EFF publicly, or access organizational resources without completing this required certification. This training is mandatory without exception.

Section 2 — Blossom & Impact Leadership Seminar

EFF's official leadership development program is the Blossom & Impact Leadership Seminar, presented by the Esther Funds Foundation National Team. The Blossom & Impact Seminar is designed to: formally update EFF chapter leaders and members on organizational changes, expectations, and initiatives; strengthen chapter organization, leadership, and engagement; align all chapters with EFF's mission, vision, and IMPACT framework; prepare active and chartered chapters for resource access, funding eligibility, and national recognition; and equip leaders to return to their campuses ready to implement change and increase student impact. Upon successful completion of all seminar components, participants receive an official EFF Leadership Certificate valid for one (1) full academic year.

Section 3 — National Leadership Training Certification

EFF shall host at least two (2) official National Leadership Training sessions per year — typically held in May and December. These trainings are mandatory for all chapter leaders and ambassadors. Training may include certification modules, virtual or in-person sessions, ministry development, and organizational onboarding. Upon completion, leaders receive official certification recognized by EFF Nationals. Leaders are encouraged to post certifications on LinkedIn and professional profiles.

Section 4 — Onboarding Requirements

All new national and chapter leaders must: complete National Leadership Training certification modules; sign a leadership agreement confirming understanding of their responsibilities; and undergo any required ministry or conduct clearances when applicable. Chapters that fail to ensure their officers complete training and onboarding prior to operating may be placed on probation.

Section 5 — Training Audience

Leadership training and the Blossom & Impact Seminar are intended for: EFF Executive Board Members, General Body Members, National Leadership, and Campus Ambassadors. These sessions are not open to the general public and are specifically designed for current EFF affiliates serving in active leadership capacities.

ARTICLE XIV

Social Media & Communications Governance

Section 1 — Prohibition on Unauthorized Social Media

No chapter, member, officer, or affiliate of Esther Funds Foundation may create, manage, or operate an unauthorized social media page, account, website, or digital platform under the Esther Funds Foundation name, chapter name, EFF logo, or any EFF-affiliated branding without prior written approval from National Headquarters. Unauthorized social media pages will be subject to takedown requests and the responsible party may face disciplinary action up to and including removal. (See also Article XXIX — Social Media, Accounts & Credentials Ownership for expanded provisions.)

Section 2 — Official EFF Chapter Email Required

All official chapter business — including but not limited to correspondence with National Headquarters, partner organizations, campus officials, vendors, and members — must be conducted through the official EFF chapter email address provided or approved by Nationals. Personal email addresses may not be used for official EFF chapter business. The use of personal email for official communications is a violation of this policy and may result in corrective action.

Section 3 — Prohibition on Public Disparagement

No member, officer, volunteer, advisor, or affiliate of EFF — current or former — may publicly disparage, defame, slander, or make false or misleading statements about the Esther Funds Foundation, its leadership (including the Executive Director and National Team), its programs, or its members through any platform including social media, public forums, campus communications, press, or third-party channels. This prohibition applies online and offline. Violations shall be grounds for immediate removal and may result in legal action.

Section 4 — Digital Conduct Standards

All members and leaders must maintain Christ-centered conduct on all public and private digital platforms when associated with EFF. This includes:

- Refraining from posting profane, hateful, discriminatory, or inappropriate content
- Avoiding arguments, drama, or public disputes under EFF-branded posts or accounts
- Including at least one Chapter Advisor or National Leader in all group chats used for official organizational communication
- Refraining from indirect posts, vague social media captions, or "subtweeting" that reference internal EFF matters or members
- Keeping internal disputes, sensitive updates, and organizational business off public social media entirely
- Not leaking, sharing, or reposting confidential internal documents, screenshots, or planning materials

Section 5 — Branding Compliance

All chapter social media content, flyers, promotional materials, and digital communications must comply with EFF's official branding standards. Chapters must use only approved EFF logos, colors, fonts, and materials. Content produced under the EFF name must be professional, mission-aligned, and faith-based. EFF reserves the right to remove, retract, or request correction of any digital content that compromises its spiritual or professional integrity.

Section 6 — Consequences for Violations

Violations of this article may result in: an official warning; probationary status; required retraining; removal from chapter or national leadership; chapter CND designation; or, when applicable, legal action. The severity of consequences shall be determined by the Executive Director in consultation with National Leadership.

ARTICLE XV

Financial Accountability

Section 1 — Financial Transparency

Esther Funds Foundation operates as a nonprofit organization. All financial activity — whether occurring at the national or chapter level — must reflect the highest standards of legal compliance, stewardship, ethical fundraising, and transparency. All chapters must submit complete financial records and documents to National Headquarters each semester. Financial records are subject to review at any time by the Executive Director or National Board. (See also Article XXX — Financial Controls & Safeguards for expanded provisions.)

Section 2 — Chapter Financial Governance

Each chapter is required to have a Treasurer or Financial Chair who works alongside the chapter President and Campus Advisor to manage funds. Chapters must: open and maintain a university-approved agency account or a system approved by the national office (no personal accounts, no personal payment apps including but not limited to Venmo, CashApp, or Zelle); maintain a transparent, up-to-date ledger of all income and expenses accessible to the chapter advisor and National Headquarters upon request; record all donations, ticket sales, merchandise revenue, reimbursements, and event expenses with proof; and keep all receipts and transaction records for a minimum of one (1) year.

Section 3 — Dues Limitations

National EFF membership is FREE. Collegiate chapters may collect local chapter dues, which shall not exceed thirty dollars (\$30.00) per semester. Any chapter wishing to assess local dues must receive written approval from National Headquarters prior to collecting. No dues may be used as a barrier to participation in EFF programming.

Section 4 — Fundraising Protocol

All fundraising conducted under the EFF name must be pre-approved by National Headquarters. No chapter or individual may conduct a fundraiser, collect donations, or represent EFF in a fundraising capacity without prior written national approval. Chapters must: submit fundraising plans for approval before launching; ensure all funds raised are deposited into approved accounts; and report fundraising outcomes and revenue to National Headquarters within two (2) weeks of completion.

Section 5 — Prohibited Financial Conduct

The following financial conduct is strictly prohibited and grounds for immediate investigation and potential removal:

- Misuse, misappropriation, or personal use of chapter or EFF funds
- Withholding or concealing financial information from Nationals or the chapter advisor
- Collecting dues or donations through personal accounts or unapproved platforms
- Signing financial contracts or agreements without national approval
- Conducting fundraisers using the EFF name without approval
- Housing chapter funds in any personal bank account, personal Venmo, CashApp, Zelle, or similar personal payment service

Section 6 — IRS & Nonprofit Compliance

All chapters and national departments must follow IRS guidelines for nonprofit management and ethical fundraising. No individual shall take any action that jeopardizes EFF's nonprofit or tax-exempt status. Any chapter or leader whose financial conduct places EFF in legal jeopardy shall be subject to immediate removal and may face legal referral.

ARTICLE XVI**National Removal Authority**

Esther Funds Foundation Nationals reserves the right to remove any member or Executive Board leader, at any time and for any reason, in accordance with these bylaws and the Code of Conduct.

Section 1 — Scope of Removal Authority

The National Executive Director and National Board of Directors hold full authority to remove any individual — including but not limited to: general body members, Executive Board officers, chapter Presidents, Chapter Advisors, national team members, ambassadors, branch leaders, and volunteers — from their role within EFF. This authority is not subject to chapter-level appeal and is final when exercised by the Executive Director.

Section 2 — Grounds for Removal

Removal may be initiated for, but is not limited to, the following:

- Violations of the EFF Code of Conduct or these Bylaws
- Financial misconduct or misuse of EFF funds
- Failure to fulfill role responsibilities or meet national requirements
- Repeated absence, non-responsiveness, or abandonment of duties
- Public disparagement of EFF, its leadership, or its members
- Creation of unauthorized social media, websites, or branding materials
- Unauthorized use of the EFF name, logo, or affiliation
- Conduct harmful to the reputation, mission, or legal standing of EFF
- Any ethical, moral, or ministry negligence

Section 3 — Removal Process

When a violation is identified, the National Office shall notify the individual of the concern and, when appropriate, provide an opportunity for response. However, in cases of serious breach of ethics, financial misconduct, legal concerns, or imminent harm to EFF's integrity, immediate removal without prior notice may be enacted. All removal decisions shall be documented in writing.

Section 4 — Reinstatement

Any individual or chapter removed from EFF must submit a formal reinstatement request and corrective action plan to the National Office. Reinstatement is not guaranteed and must be reviewed and approved by the Executive Director. No individual may rejoin EFF in any capacity — including as a member, volunteer, or advisor — without official reinstatement approval.

Section 5 — Blacklisting

Individuals removed for severe violations — including harassment, financial fraud, public defamation, or repeated conduct violations — may be permanently blacklisted from future EFF affiliation in any capacity. Blacklisting decisions are made solely by the Executive Director and are not subject to appeal.

ARTICLE XVII

National Leadership Structure

Section 1 — Executive Leadership

The Esther Funds Foundation shall be led by the 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. As of 2026, the national leadership team includes the following designated positions:

- Executive Director: Shayna Vincent
- Deputy Officer: LaConga Scott
- National Secretary: Aaliyah Wilson
- National Ministry & Faith Coordinator: Neveah Porter
- Director of Chapter Expansion: Portia Martey
- Director of Chapter Engagement & Onboarding: Jasmine Glenn
- National Treasurer: Louise Vincent
- Conflict Resolution: Vanetta Richard & Melance Scales

Section 2 — National Leadership Roles

National leaders may include, but are not limited to: Executive Director, Deputy Officer, Director of National Ministry, Director of Programs and Outreach, Director of Communications and Media, Director of Chapter Development, Director of Chapter Expansion, Director of Chapter Engagement & Onboarding, National Chaplain, National Treasurer, National Secretary, Conflict Resolution Officers, and Regional Coordinators.

Section 3 — National Responsibilities

National leaders are responsible for: supporting and guiding collegiate chapters; upholding the faith, branding, and integrity of EFF; creating national campaigns and initiatives; providing training and oversight for campus leaders; and overseeing national programs, communications, and partnerships.

Section 4 — 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. 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; and attend required trainings, meetings, and retreats.

Section 5 — National Leader Removal

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

Section 6 — Royal Court & Scholarship Titleholders

EFF maintains an official scholarship competition program including the following titleholder positions: Miss Esther Funds National, Miss Esther Funds University, and Miss Pretty Girl Who Serves. As of 2026, current titleholders include: Brooklyn Reives (Miss Esther Funds National), Tryanna Prince (Miss Esther Funds University), and Mikayla Ware (Miss Pretty Girl Who Serves). Titleholders serve as scholarship ambassadors for EFF and are subject to all EFF conduct, branding, and behavioral standards.

ARTICLE XVIII

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. 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 2 — Current National Initiatives

The current official national initiatives of EFF include:

1. **EFF Campus Ambassador Program** — A student-led advocacy program placing trained ambassadors at campuses nationwide to expand EFF's impact and support system. Now serving over 60 student leaders nationwide.
2. **The REACH Project** — (Effective 2026. This initiative replaces and officially retires the former James Pillar Project.) The REACH Project provides chapters with a structured, campus-level student outreach and engagement workshop provided by Nationals. Chapters are required to conduct one REACH Workshop per academic year.
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.
5. **EFF National Scholarship Competitions** — Including Miss Esther Funds National, Miss Esther Funds University, Mister Esther Funds National, and Miss Pretty Girl Who Serves. Selected students receive scholarships directly supporting their educational expenses.
6. **Double Good Popcorn Fundraiser** — The mandatory national week-long popcorn fundraiser in which all active chapters must participate each academic year.

Section 3 — Campus Integration

Collegiate chapters are required to promote and participate in national initiatives. Chapters must host at least one (1) event per semester tied to a national initiative and report outcomes to the National Office. Failure to participate in mandatory national initiatives may result in CND status.

Section 4 — Branding and Consistency

All national initiatives must maintain consistent branding and messaging in accordance with the EFF Branding & Media Policy. No chapter may create a variant or unofficial version of a national initiative without written approval.

ARTICLE XIX

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.

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. Absence from mandatory national calls without prior written excuse from the Executive Director may be treated as non-compliance.

Section 3 — National Leadership Training Sessions

EFF shall host at least two (2) official National Leadership Training sessions per year — typically 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, including the Blossom & Impact Leadership Seminar.

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; and 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 — Chapter-Level Meetings

Each chapter must hold regular General Body Meetings and Executive Board Meetings throughout each semester. Meeting frequency, format, and documentation requirements shall be established by the chapter in alignment with national guidelines. All meetings must be documented, with attendance tracked and archived by the Secretary and Parliamentarian.

ARTICLE XX

National Standards & Organizational Bylaws

Section 1 — Scope of Standards

The following standards apply to all national departments, collegiate chapters, ambassadors, volunteers, and partners affiliated with Esther Funds 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; and represent EFF positively online and in person at all times.

Section 3 — Email & Correspondence Policy

All national and chapter leaders must: use official EFF email signatures and addresses; maintain regular communication with advisors and national liaisons; respond to official emails within 3–5 business days; and ensure all correspondence is respectful, grammatically correct, and mission-aligned.

Section 4 — 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; and 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.

Section 5 — 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.

Section 6 — External Collaborations & Legal Protections

All collaborations, partnerships, or agreements entered on behalf of EFF must be approved in writing by National Headquarters. No chapter, ambassador, leader, or volunteer may sign or authorize any MOU, financial contract, sponsorship, or agreement without prior written consent from the National Office. EFF shall not be held liable for any unauthorized commitments.

Section 7 — Long-Term Initiatives & Research Commitment

EFF's national initiatives are projected to operate and evolve over 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. Chapters must contribute to data-gathering efforts by completing evaluation forms, member surveys, and program assessments.

Section 8 — 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 activity, engagement, data reporting, fundraising efforts, and overall alignment with EFF's mission.

ARTICLE XXI

Chapter Lifecycle & Compliance

Section 1 — Onboarding New Chapters

All new chapters must complete the official EFF Chapter Onboarding Process before being recognized as an active, chartered EFF chapter. This process includes: submission of a complete Chapter Application; verification of minimum membership requirements; designation of a campus advisor; completion of EFF Leadership Training by all Executive Board members; and execution of the Chapter Agreement & Compliance Form by all Executive Board officers.

Section 2 — Good Standing Status

A chapter in Good Standing is one that has fulfilled all mandatory national compliance requirements for the current semester, including: completing required Bible studies; meeting community service hour minimums; participating in mandatory national fundraisers; submitting financial records; completing the semesterly compliance form; and maintaining active and responsive communication with National Headquarters.

Section 3 — Chapter Not in Good Standing (CND)

A chapter designated as Chapter Not in Good Standing (CND) has failed to meet one or more mandatory national compliance requirements. CND designation may result in: loss of access to national resources; suspension of the chapter's ability to host public events under the EFF name; ineligibility for national recognition awards; and prohibition from participating in national scholarship competitions and programs.

CND status must be communicated to the chapter in writing by National Headquarters.

Section 4 — Probation

Chapters placed on probation will receive a written corrective action plan from National Headquarters outlining the specific requirements that must be met within a defined timeline to restore good standing. Chapters on probation remain responsible for all ongoing compliance requirements during the probation period. Failure to complete the corrective action plan may result in chapter deactivation.

Section 5 — Removal & Deactivation

Chapters that fail to comply with the corrective action plan, repeatedly violate EFF standards, or engage in conduct that damages EFF's reputation, mission, or legal standing may be permanently deactivated by the Executive Director. Deactivated chapters must cease all operations under the EFF name immediately upon notification. Reapplication for reinstatement is subject to approval by the Executive Director.

Section 6 — Chapter Grievance Process

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 misuse of chapter authority, bullying, exclusion, hazing, unfair disciplinary action, or lack of communication from leadership.

ARTICLE XXII

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.

Section 2 — Types of Incidents Investigated

Investigations may be conducted in response to:

- Violations of the Code of Conduct or these Bylaws
- Financial misconduct or misappropriation of funds
- Safety or Title IX concerns reported through campus or national partners
- Ethical, moral, or leadership negligence
- Violations of branding, ministry, or event guidelines
- Public disparagement or misrepresentation of EFF

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; and 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
- Legal referral when applicable

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.

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.

ARTICLE XXIII

Organizational Protection Clauses

Section 1 — Intellectual Property & Identity Protection

The name "Esther Funds Foundation," the tagline "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's identity will be treated as infringement and grounds for immediate legal action. Unauthorized use is strictly prohibited. EFF reserves the right to pursue civil or criminal charges against individuals or groups in violation.

Section 2 — 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. 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. 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.

Section 3 — Volunteer & 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.

Section 4 — Non-Liability Statement

By participating in EFF, all individuals acknowledge and agree that: Esther Funds Foundation is not liable for any personal misconduct, negligence, or illegal activity committed by individual members, advisors, or leaders; EFF is not responsible for injury, trauma, or loss experienced at unofficial events, third-party collaborations, or social gatherings held without national approval; and legal actions resulting from harassment, discrimination, injury, defamation, fraud, or misrepresentation will be directed at the individual responsible — not the organization as a whole.

Section 5 — 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 these 2026 Bylaws. Esther Funds Foundation reserves the right to pursue legal action against any party who violates these terms or misrepresents our organization.

Section 6 — National Identity and Symbols

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 national anthem or song of Esther Funds Foundation shall be selected and published by the Executive Director and National Ministry Team, reflecting EFF's core values of faith, perseverance, and divine identity.

Section 7 — 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; and 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 8 — Chapter Grievance & Member Protection

EFF maintains an anonymous Chapter Grievance Form submitted directly to National Headquarters to receive reports of misconduct, neglect, or harassment by chapter or national leaders. EFF strictly prohibits retaliation against individuals who report violations in good faith. Substantiated grievances shall result in disciplinary action up to and including removal of responsible parties.

ORGANIZATIONAL PROTECTIONS & LEGAL PROVISIONS — ADDED 2026

New Protective Articles XXIV – XXXVIII

The following articles (XXIV through XXXVIII) are newly added protective provisions adopted as part of the 2026 Bylaws. These provisions strengthen the legal, operational, and ethical framework of Esther Funds Foundation and apply to all national and chapter-level leadership, members, volunteers, and affiliates. These articles are consistent with and supplement the existing articles of these bylaws; in the event of any conflict, the more protective provision shall prevail.

ARTICLE XXIV Added 2026

Conflict of Interest

Section 1 — Purpose and Scope

This Article establishes the Esther Funds Foundation's policy governing conflicts of interest to protect the integrity of organizational decision-making and to ensure that the Foundation's resources and authority are exercised for the benefit of EFF and the students it serves — not for the personal gain of any individual. This policy applies to all national leaders, chapter executive board officers, advisors, board members, and anyone exercising organizational authority on behalf of EFF.

Section 2 — Definition of Conflict of Interest

A conflict of interest arises when a leader or officer has a personal, financial, familial, or professional interest that could — or could appear to — impair their ability to make decisions in the best interest of EFF. Conflicts include, but are not limited to:

- Holding a financial stake in a vendor, contractor, or partner being considered by EFF
- Receiving personal financial benefit from an EFF program, contract, or transaction
- Participating in a competing organization while serving in an EFF leadership role
- Making decisions that benefit a family member, close associate, or personal business
- Using EFF's name, reputation, membership, or resources for personal advancement

Section 3 — Duty to Disclose

Each leader, officer, and board member who has, or reasonably should know they have, a conflict of interest with respect to any matter being considered by EFF must promptly and fully disclose the conflict in writing to the Executive Director (or, in matters involving the Executive Director, to the National Board). Disclosure must occur before any vote, decision, or action is taken on the matter. Failure to disclose a known conflict of interest is a violation of these bylaws and grounds for disciplinary action, including removal.

Section 4 — Recusal Requirement

Upon disclosure of a conflict of interest, the disclosing individual shall recuse themselves from: (a) any deliberation or discussion of the matter; (b) any vote relating to the matter; and (c) any access to related documentation or communications, except as necessary to provide factual background. The recusal shall be documented in the meeting record or correspondence file.

Section 5 — Annual Disclosure

All national officers and chapter executive board members shall, at the beginning of each academic year or term of service, complete and submit an Annual Conflict of Interest Disclosure Form to National Headquarters. The form shall list all known affiliations, outside leadership roles, financial interests, and potential conflicts. These forms shall be maintained in EFF's official records.

Section 6 — Enforcement

The Executive Director, in consultation with the National Board, shall review all disclosed conflicts and determine appropriate action. Any individual found to have participated in a decision in which they had an undisclosed conflict of interest may be subject to removal from their role, nullification of the conflicted decision, and referral for legal review if warranted.

ARTICLE XXV *Added 2026*

Grievance, Complaint, Investigation & Due Process

Section 1 — Purpose

This Article establishes a formal, documented, and defensible grievance and due process procedure applicable to all EFF members, officers, volunteers, advisors, and affiliates at both the chapter and national level. These procedures are designed to ensure that disciplinary actions and removals are fair, well-documented, and legally sound, while preserving Nationals' existing authority to act swiftly when the organization, its members, or its reputation are at risk.

Section 2 — Who May Submit a Complaint

Any member, officer, advisor, volunteer, or affiliate of EFF may submit a formal complaint regarding misconduct, policy violations, financial irregularities, harassment, bullying, retaliation, or any violation of these bylaws or the Code of Conduct. Complaints may be submitted anonymously through EFF's official Chapter Grievance Form or in writing to National Headquarters at info@estherfundsfoundation.org.

Section 3 — Complaint Submission Process

All formal complaints must be submitted in writing and shall include: (a) a clear description of the alleged misconduct or violation; (b) the date(s) and location(s) of the incident(s); (c) the name(s) of the individual(s) involved, if known; (d) any available supporting documentation, screenshots, or witness information; and (e) the desired resolution, if applicable. Anonymous complaints will be accepted but may limit the scope of investigation.

Section 4 — Acknowledgment and Intake

Upon receipt of a complaint, the National Office shall acknowledge receipt in writing within five (5) business days. The complaint shall be logged, assigned a reference number, and reviewed by the Executive Director or designated national officer to determine whether it warrants a formal investigation.

Section 5 — Notice to Involved Party

Except in cases of Emergency Suspension (see Article XXXIII), the individual(s) named in a complaint shall be notified in writing of the nature of the complaint — without disclosing the identity of the complainant if submitted anonymously — within ten (10) business days of the complaint's acceptance for investigation. The notice shall: describe the nature of the concern; identify the relevant bylaw or policy provisions at issue; and advise the individual of their right to respond.

Section 6 — Opportunity to Respond

The involved party shall have not fewer than five (5) business days from receipt of the notice to submit a written response to the National Office. The response shall be reviewed and included in the investigation record. Failure to submit a response within the designated timeframe shall not prevent the investigation from proceeding.

Section 7 — Interim Suspension During Investigation

The Executive Director may place an individual or chapter on interim suspension pending the outcome of a formal investigation when there is reasonable cause to believe that: (a) continued participation poses a risk of harm to other members, the organization, or its reputation; or (b) the individual may interfere with the investigation process. Interim suspension does not constitute a finding of wrongdoing. See Article XXXIII for Emergency Suspension provisions.

Section 8 — Investigation Process

The National Office or a designated investigative body shall conduct a fair and thorough investigation, which may include: reviewing written submissions and supporting documentation; interviewing witnesses; consulting with chapter advisors or campus officials as appropriate; and reviewing relevant social media, email, or organizational records. All parties shall cooperate fully with the investigation. Failure to cooperate is itself a violation of these bylaws.

Section 9 — Written Findings

Upon conclusion of the investigation, the National Office shall issue written findings stating: (a) a summary of the investigation; (b) the factual conclusions reached; (c) any determination of policy or bylaw violations; and (d) the disciplinary outcome or recommendation. Written findings shall be provided to the involved party and retained in EFF's official records.

Section 10 — Confidentiality

All complaints, investigations, and findings shall be maintained in strict confidence by all parties involved, including witnesses, investigators, and administrators. Unauthorized disclosure of investigation

information is a separate violation of these bylaws and may result in disciplinary action. This confidentiality obligation survives the conclusion of the investigation and any separation from the organization.

Section 11 — Resolution and Outcome

Following the investigation, outcomes may include — but are not limited to — no action, official warning, required retraining, probation with a corrective action plan, removal from office, chapter deactivation, blacklisting, or legal referral, as appropriate and consistent with Article XVI (National Removal Authority) and Article XXII (Investigations & Disciplinary Procedures).

ARTICLE XXVI *Added 2026*

Anti-Harassment & Anti-Retaliation

Section 1 — Statement of Commitment

Esther Funds Foundation is committed to maintaining a safe, respectful, Christ-centered environment for all members, leaders, officers, volunteers, advisors, and affiliates at both the chapter and national level. EFF has a zero-tolerance policy for harassment, bullying, intimidation, and retaliatory conduct in any form. This policy applies in all organizational settings — including in-person meetings, events, digital communications, and social media — regardless of the roles or positions held by the individuals involved.

Section 2 — Prohibited Conduct

The following conduct is expressly prohibited and grounds for disciplinary action up to and including immediate removal:

- **Harassment:** Any unwelcome conduct — verbal, written, digital, or physical — that is based on race, gender, religion, disability, age, sexual orientation, or any other characteristic, and that creates a hostile, intimidating, or demeaning environment.
- **Bullying and Intimidation:** Repeated, deliberate behavior intended to harm, humiliate, coerce, or intimidate another member, leader, or affiliate.
- **Public Disparagement:** Any statement — spoken, written, or posted online — that defames, demeans, or maliciously misrepresents EFF, its leadership (including the Executive Director and National Team), its programs, its members, or its affiliates. This prohibition applies to all platforms including social media, group chats, campus forums, and public comment.
- **Social Media Attacks:** Posting, sharing, or amplifying content that attacks, mocks, or harasses any EFF member, leader, or affiliate on any social media or digital platform.
- **Sexual Harassment:** Any unwelcome sexual advances, requests for sexual favors, or conduct of a sexual nature that creates a hostile or offensive environment.
- **Ministry-Based Abuse:** Using one's position as a Chaplain, Minister, or Director of Collegiate Ministry to manipulate, spiritually coerce, or impose authority over members beyond the scope of the

role.

Section 3 — Leadership and Ministry Standard

All leaders — including but not limited to chapter Presidents, Executive Board members, national officers, Chaplains, Ministers, and Directors of Collegiate Ministry — are held to an elevated standard of conduct. A leadership or ministry title does not exempt an individual from this policy; to the contrary, leaders who engage in harassment, bullying, or disparagement may face expedited disciplinary action given the trust placed in their roles. Chaplains and ministry leaders who engage in spiritual manipulation, coercive behavior, or public attacks on members shall be subject to immediate removal.

Section 4 — Anti-Retaliation

EFF strictly prohibits retaliation against any person who, in good faith: (a) reports harassment, bullying, or other misconduct; (b) participates in an investigation as a witness or complainant; or (c) exercises any right protected under these bylaws. Retaliation includes but is not limited to: adverse organizational action, exclusion, threats, intimidation, social pressure, or any conduct that discourages the reporting of misconduct. Retaliation is a standalone violation of these bylaws and shall result in independent disciplinary action regardless of the outcome of the original complaint.

Section 5 — Reporting

Any individual who experiences or witnesses harassment, bullying, or retaliation is encouraged to report the conduct promptly to National Headquarters via email at info@estherfundsfoundation.org or through the official EFF Chapter Grievance Form. Reports will be handled in accordance with Article XXV (Grievance, Complaint, Investigation & Due Process). Reports may be submitted anonymously.

Section 6 — Consequences

Substantiated findings of harassment, bullying, intimidation, public disparagement, or retaliation shall result in consequences commensurate with the severity and pattern of the conduct, up to and including: official warning, probation, mandatory retraining, removal from chapter or national leadership, chapter deactivation, permanent blacklisting, and legal action where applicable.

ARTICLE XXVII *Added 2026*

Whistleblower Protection

Section 1 — Purpose

Esther Funds Foundation is committed to ethical governance, legal compliance, and the responsible stewardship of its resources. To that end, EFF encourages and protects individuals who report, in good faith, concerns about misconduct, financial impropriety, illegal activity, or material violations of organizational policy. This Article establishes whistleblower protections consistent with sound nonprofit governance practice.

Section 2 — Protected Disclosures

A "protected disclosure" is any report made in good faith by a member, officer, advisor, volunteer, or affiliate regarding:

- Financial misconduct, misappropriation, or fraud involving EFF funds or assets
- Violations of applicable federal, state, or local law in the conduct of EFF's operations
- Material violations of these bylaws or the EFF Code of Conduct
- Conflicts of interest that have not been properly disclosed or managed
- Retaliation against another individual for making a good-faith report
- Any conduct that poses a material risk to the safety, reputation, or legal standing of EFF

Section 3 — Reporting Channels

Protected disclosures may be submitted to National Headquarters by any of the following means: (a) in writing via email to info@estherfundsfoundation.org; (b) through the EFF Chapter Grievance Form; or (c) in writing directly to the National Board of Directors. Reports may be submitted anonymously; however, providing identifying information may assist in a thorough investigation.

Section 4 — Protection from Retaliation

No member, officer, leader, advisor, or affiliate of EFF shall take any adverse action — including but not limited to removal from a position, exclusion from activities, public disparagement, threats, or intimidation — against any individual who makes a good-faith protected disclosure. Any individual found to have engaged in retaliation against a whistleblower shall be subject to independent disciplinary action, up to and including immediate removal and permanent blacklisting.

Section 5 — Good Faith Requirement

Whistleblower protections apply to reports made in good faith — meaning the reporting individual sincerely and reasonably believes the reported information to be true. Individuals who knowingly make false reports or who submit reports for malicious purposes are not entitled to whistleblower protections and may themselves be subject to disciplinary action.

Section 6 — Confidentiality

To the extent possible, the identity of a whistleblower who requests confidentiality shall be protected throughout the investigation process. However, EFF cannot guarantee absolute confidentiality in all circumstances, particularly where the identity of the reporter is essential to a fair investigation or where disclosure is required by law.

Section 7 — National-Level Oversight

The Executive Director, in coordination with the National Board, shall be responsible for ensuring that whistleblower reports are reviewed promptly, that investigations are conducted fairly and thoroughly, and that no retaliation occurs as a result of a protected disclosure. Records of all whistleblower reports and investigations shall be retained in EFF's confidential files.

ARTICLE XXVIII *Added 2026*

Brand, Name, Intellectual Property & Logo Ownership

Section 1 — Absolute Ownership by EFF

Esther Funds Foundation is the sole and exclusive owner of all intellectual property associated with the organization, including without limitation: the name "Esther Funds Foundation"; the tagline "Every Future Fulfilled"; all EFF logos, seals, and emblems; all branch identities and names (including "Black Girls Read and Rise Foundation" and "Pretty Girls Who Serve"); all national program names (including the REACH Project, Esther's Light, EFF Lift Fund, and Blossom & Impact); all branded templates, materials, course content, training curricula, and documents; all social media handles, usernames, and digital identities created under or associated with EFF; and any derivative works based upon EFF's identity or programs. These marks collectively constitute the "EFF Brand." No individual, chapter, branch, or affiliate owns, co-owns, or holds a perpetual license to the EFF Brand.

Section 2 — Revocable License to Active Chapters

Each EFF chapter, while in good standing and active status, is granted a limited, non-exclusive, non-transferable, revocable license to use the EFF Brand solely for the purpose of fulfilling its chapter responsibilities under these bylaws. This license: (a) does not grant ownership of any EFF Brand element; (b) may be revoked at any time by the Executive Director; (c) automatically terminates upon the chapter's suspension, probation placement, CND designation, deactivation, or dissolution; and (d) does not extend to any individual officer upon their departure from the chapter.

Section 3 — Immediate Cessation Upon Removal or Dissolution

Upon the suspension, removal, deactivation, or dissolution of a chapter or branch, or upon the removal or resignation of any officer or member, all rights to use the EFF name, logos, taglines, branding materials, and any associated intellectual property shall immediately cease and terminate without further notice or action required. The former chapter, branch, or individual must:

- Immediately cease using the EFF name or any variation thereof in any context
- Remove all EFF branding from any social media accounts, websites, flyers, or materials under their control
- Return or destroy all EFF-branded materials, documents, and digital assets within five (5) business days
- Transfer all EFF-associated social media accounts, email accounts, and credentials to National Headquarters
- Refrain from representing themselves as a chapter, affiliate, or representative of EFF in any capacity

Section 4 — Enforcement

Unauthorized use of the EFF Brand following removal or cessation of active status may result in: a formal cease-and-desist demand; civil litigation for trademark infringement or misappropriation; and referral to law enforcement where applicable. EFF reserves all legal rights and remedies available under applicable

law to protect its intellectual property.

Section 5 — No Individual Claim to Brand

No individual officer, founder of a chapter, or member of EFF — regardless of their level of contribution to the organization — shall acquire any personal right, title, or interest in the EFF Brand, name, logo, or intellectual property as a result of their service or affiliation. All creative works, program materials, documents, logos, and content created by individuals in the course of their EFF service are the sole property of EFF from the moment of creation.

ARTICLE XXIX *Added 2026*

Social Media, Accounts & Credentials Ownership

Section 1 — National Ownership of All Official Accounts

All official social media accounts, email addresses, website domains, digital platforms, group chats, and any other online presences created for or on behalf of Esther Funds Foundation or any EFF chapter are the property of and controlled by Esther Funds Foundation Nationals. This includes but is not limited to: Instagram, Facebook, TikTok, Twitter/X, LinkedIn, YouTube, Snapchat, Discord, GroupMe, and WhatsApp accounts bearing the EFF name, chapter name, or EFF branding. No individual officer, member, or affiliate holds personal ownership over any official EFF or EFF chapter digital account or handle.

Section 2 — Registration with Nationals Required

All existing and newly created official chapter social media accounts, email accounts, and communication platforms must be registered with National Headquarters, including: the platform name, the account handle or username, the primary email address associated with the account, and the current login credentials. Chapters must maintain updated credentials records with Nationals and must notify National Headquarters within forty-eight (48) hours of any change to account passwords, associated emails, or administrative access.

Section 3 — Credentials Accessible to Nationals at All Times

National Headquarters shall have access to all login credentials for all official chapter and branch social media accounts and email accounts at all times. This access requirement is a condition of chapter good standing. Failure to provide credentials upon request by the Executive Director or designated national officer is a compliance violation and grounds for immediate CND designation.

Section 4 — Prohibition on Personal Pages for Chapter Business

No officer, member, or affiliate shall conduct official EFF chapter business through personal social media accounts, personal email addresses, or any platform that is not registered with and accessible to Nationals. The creation of shadow accounts, unofficial chapter pages, or personal social media profiles representing EFF chapter activities is prohibited. All chapter business must flow through officially approved and

registered accounts. (This provision supplements Article XIV — Social Media & Communications Governance.)

Section 5 — Credential Transfer Upon Officer Transition or Removal

At the conclusion of any officer's term, resignation, removal, or suspension, the departing officer must immediately transfer all relevant credentials, account access, email passwords, and account recovery information to the chapter President and National Headquarters. Withholding credentials from the chapter or Nationals following a transition or removal is a violation of these bylaws and may result in: disciplinary action, blacklisting, legal action, and a formal complaint to relevant platform providers. The incoming officer or chapter shall be granted full administrative access within five (5) business days of the transition.

Section 6 — Account Freeze and Takeover Authority

In the event that a chapter is suspended, deactivated, or dissolved, the National Office holds the authority to: freeze or deactivate all official chapter social media accounts; request platform-level removal or transfer of any account bearing EFF branding; and take full administrative control of any EFF-associated digital asset. Chapters and officers shall cooperate fully with this process.

ARTICLE XXX *Added 2026*

Financial Controls & Safeguards

Section 1 — Purpose and Scope

This Article establishes comprehensive financial controls and safeguards for all EFF chapters and national departments. These provisions supplement Article XV (Financial Accountability) and are binding upon all chapters, officers, and individuals who handle EFF funds in any capacity. EFF is committed to the ethical, transparent, and legally compliant stewardship of all organizational funds.

Section 2 — Prohibition on Personal Accounts

Under no circumstances shall any EFF chapter funds, collected dues, donated monies, fundraising proceeds, or any other funds raised under or associated with the EFF name be deposited into, held in, or transferred through: any personal bank account; any personal payment application including but not limited to Venmo, CashApp, Zelle, PayPal Personal, Apple Pay, or any similar personal platform; or any account not approved in writing by National Headquarters. This prohibition is absolute. It applies regardless of the amount of money involved, the purpose of the transfer, or the individual's role within the chapter. Violation of this provision is grounds for immediate removal from all EFF roles and potential referral for legal action.

Section 3 — Approved Account Structures

All chapter funds must be held in one of the following approved account structures: (a) a university-approved student organization agency account administered through the institution's student

activities office; or (b) an organizational account approved in writing by National Headquarters before use. Chapters must provide National Headquarters with proof of account establishment within thirty (30) days of charter activation and must notify Nationals of any changes to their account status.

Section 4 — Dual Authorization and Oversight

No single officer may authorize, approve, or execute any chapter expenditure exceeding fifty dollars (\$50.00) without the co-authorization of at least one additional Executive Board member and notification to the Chapter Advisor. All expenditures must be documented with receipts and recorded in the chapter ledger within forty-eight (48) hours of the transaction. The Treasurer shall maintain all financial records and provide a monthly financial summary to the chapter President and Chapter Advisor.

Section 5 — No Commingling of Funds

Chapter funds shall not be commingled with any personal funds under any circumstances. The chapter Treasurer shall maintain a clear separation between organizational funds and any personal monies at all times. Any officer found to have commingled personal and chapter funds — even temporarily — shall be subject to immediate removal and a full financial audit of all chapter funds managed under their stewardship.

Section 6 — Fiscal Year

The official fiscal year of Esther Funds Foundation and all of its collegiate chapters shall correspond to the academic year: beginning on or around July 1 and concluding on or around June 30 of the following calendar year. Financial records shall be organized, reported, and submitted to Nationals on a semesterly basis consistent with this fiscal year, and shall be made available for review at the close of each fiscal year.

Section 7 — Retention of Financial Records

All chapter financial records — including but not limited to bank statements, income and expense ledgers, receipts, invoices, fundraising reports, dues records, and reimbursement documentation — must be retained for a minimum of three (3) years from the date of creation. Records shall be stored in an organized format accessible to the chapter advisor and National Headquarters upon request. At the close of each academic year, a complete set of financial records shall be submitted to National Headquarters as part of the annual compliance reporting process.

Section 8 — Mandatory Submission of Financial Records to Nationals

All chapters must submit complete and accurate financial records to National Headquarters at the end of each semester. Required submissions include: a complete income and expense ledger; copies of all receipts and transaction documentation; fundraising outcome reports; dues collection records if applicable; and any other financial documentation requested by National Headquarters. Failure to submit financial records on time is a compliance violation and may result in CND designation. (See Article XI, Section 7 and Article XV.)

Section 9 — Financial Audit Authority

The National Executive Director and/or National Board of Directors reserve the right to conduct or commission a financial audit of any chapter's financial records at any time and without prior notice. Chapters must cooperate fully with any audit request and provide all documentation within five (5) business days of the request. Refusal to cooperate with an audit is a material violation of these bylaws and grounds for immediate chapter deactivation.

Section 10 — Consequences for Financial Misconduct

Financial misconduct — including but not limited to misappropriation of funds, unauthorized use of personal accounts, commingling, concealment of records, or fraudulent reporting — shall result in: immediate removal of the responsible officer(s) from all EFF positions; a complete financial audit of the chapter; notification to campus officials and the chapter advisor; and, where applicable, referral to law enforcement authorities. EFF reserves the right to pursue civil recovery of any misappropriated funds.

ARTICLE XXXI *Added 2026*

Meetings, Quorum & Voting

Section 1 — Chapter Meeting Frequency

Each EFF collegiate chapter shall hold meetings at the following minimum frequency: Executive Board Meetings — not fewer than two (2) times per month during the active academic semester; General Body Meetings — not fewer than twice per month during the active academic semester. Meeting schedules must be communicated to all members and the Chapter Advisor in advance. All meetings must be documented with official minutes, attendance records, and action items, maintained by the Secretary and filed with the chapter's records.

Section 2 — Definition of Quorum

For the purpose of conducting chapter business and taking binding votes: (a) Executive Board quorum requires a majority of the seated Executive Board members (more than fifty percent (50%) of filled positions); and (b) General Body quorum requires at least thirty percent (30%) of Active members in good standing to be present. No binding chapter vote or official decision shall be made without quorum. If quorum is not met, the meeting may proceed informally for discussion purposes only, and a quorum meeting must be scheduled within two (2) weeks for any binding action.

Section 3 — Voting Thresholds

The following voting thresholds shall apply to chapter decisions:

- **Routine Chapter Decisions** (events, programming, internal scheduling): Simple majority of those present and voting (more than 50%)
- **Major Chapter Decisions** (entering partnerships, financial commitments above chapter-approved budget, disciplinary recommendations): Two-thirds (2/3) majority of the full Executive Board

- **Officer Removal Recommendation to Nationals:** Unanimous vote of the remaining Executive Board members, with notification to the Chapter Advisor and National Headquarters

Section 4 — Proxy and Abstention

No proxy voting shall be permitted in EFF chapter meetings. Each member present must cast their own vote. Abstentions are permitted but shall be counted neither for nor against the motion. A member who abstains for a documented conflict-of-interest reason shall have that abstention noted in the meeting minutes. Officers who abstain without stated reason on more than two (2) votes per semester may be subject to review for engagement compliance.

Section 5 — National-Level Decisions

Decisions at the national level, including but not limited to amendments to these bylaws, dissolution proceedings, and major organizational changes, are governed by the authority of the Executive Director and National Board as described in Articles IV, V, XL, and XLI of these bylaws. The voting procedures in this article apply primarily to chapter-level governance. National Board voting thresholds and procedures shall be established by the Executive Director in the National Board governance policies.

ARTICLE XXXII *Added 2026*

Officer Terms, Transition & Succession

Section 1 — Chapter Officer Terms

All collegiate chapter Executive Board officer positions shall serve for one (1) academic year (the full fall and spring semesters), beginning at the start of the fall academic semester and concluding at the end of the spring academic semester, unless: (a) the officer is removed pursuant to the Strike System (Article XII), the National Removal Authority (Article XVI), or the Grievance and Due Process procedure (Article XXV); (b) the officer voluntarily resigns; or (c) the officer becomes ineligible due to academic standing or enrollment status. Officers wishing to serve a second consecutive term must re-apply or be re-affirmed through a chapter process consistent with national guidelines and with written notification to National Headquarters.

Section 2 — Orderly Transition Required

At the conclusion of each term, departing officers are responsible for conducting an orderly leadership transition. This transition shall include: (a) a formal transition meeting with the incoming officer; (b) written handover of all role-specific responsibilities, ongoing projects, and pending deadlines; (c) transfer of all EFF property, equipment, and materials; (d) transfer of all account credentials, email access, and social media passwords (see Article XXIX); and (e) completion and submission of a Transition Handover Checklist to National Headquarters. Failure to complete an orderly transition is a violation of these bylaws and may result in loss of future EFF leadership eligibility.

Section 3 — Property and Records Handover

All departing officers must return to the chapter (or, where directed by Nationals, directly to National Headquarters): any EFF-owned property or equipment; all organizational files, records, documentation, and correspondence maintained during their term; all account credentials and access codes; and any unused chapter funds or petty cash under their stewardship. Retention of EFF property or records beyond five (5) business days following departure from a role constitutes a violation of these bylaws.

Section 4 — Filling Vacancies

In the event of a mid-term vacancy in any Executive Board position due to removal, resignation, academic ineligibility, or other cause: (a) the chapter President shall notify National Headquarters in writing within forty-eight (48) hours of the vacancy; (b) the chapter shall initiate a replacement process within two (2) weeks of the vacancy, consistent with these bylaws and national guidelines; (c) an interim officer may be appointed by the chapter President with Executive Board approval to serve until a permanent replacement is confirmed; and (d) the replacement officer must complete EFF Leadership Training before exercising any officer authority. Presidential vacancies shall be filled by the Vice President until a new President is formally designated.

Section 5 — National Officer Terms

National leadership positions are appointed by the Executive Director and serve at the pleasure of the Executive Director, subject to annual review and the provisions of Article XVII. National officers do not hold fixed terms and may be reappointed, restructured, or removed at the discretion of the Executive Director consistent with these bylaws.

ARTICLE XXXIII *Added 2026*

Emergency Suspension Power

Section 1 — Authority and Purpose

Notwithstanding any other provision of these bylaws, the National Executive Director is vested with the authority to immediately suspend any member, officer, leader, advisor, or entire chapter from all EFF activities, rights, and privileges pending a formal investigation, when the Executive Director determines, in their reasonable discretion, that continued participation presents an imminent risk of: (a) harm to the physical, emotional, or psychological well-being of any EFF member or affiliate; (b) significant harm to the reputation, legal standing, or financial integrity of Esther Funds Foundation; or (c) interference with an ongoing investigation or disciplinary proceeding. This power exists to protect EFF and its members and shall be exercised responsibly and documented in writing.

Section 2 — Scope of Emergency Suspension

An emergency suspension may apply to: an individual member or officer of a chapter; one or more national leadership positions; an entire collegiate chapter; or an EFF branch or affiliate. An emergency suspension shall result in the immediate removal of the suspended individual(s) or chapter from: all

EFF-sponsored activities and events; access to EFF systems, accounts, and resources; public representation of EFF in any capacity; and any decision-making authority within EFF. The suspension shall take effect from the time of written notice from National Headquarters.

Section 3 — Notice and Timing

Emergency suspension does not require advance notice. Written notice of the suspension, the grounds for suspension, and the anticipated timeline for investigation shall be provided to the suspended individual or chapter as soon as practicable, but no later than five (5) business days following the suspension. Emergency suspension is not a final disciplinary action; it is a protective measure pending resolution of the underlying concern.

Section 4 — Investigation Following Emergency Suspension

Following an emergency suspension, the National Office shall initiate a formal investigation pursuant to Article XXV (Grievance, Complaint, Investigation & Due Process) within ten (10) business days. The suspended individual or chapter shall have the opportunity to respond in accordance with that procedure. The investigation shall be conducted promptly and resolved within a reasonable timeframe. Suspension does not constitute a finding of wrongdoing.

Section 5 — Lifting of Suspension

An emergency suspension may be lifted by the Executive Director at any time upon determination that: (a) the investigation has concluded with no finding of wrongdoing; (b) the risk that prompted the suspension has been adequately mitigated; or (c) other appropriate conditions have been satisfied. Alternatively, the emergency suspension may be converted into a formal disciplinary action — including removal or blacklisting — based on the investigation findings.

ARTICLE XXXIV *Added 2026*

Appeals & Reinstatement (National Level)

Section 1 — Scope and Limitations

These appeal and reinstatement provisions apply exclusively at the national level and do not modify or expand any rights at the chapter level. Consistent with Article XII (Accountability & Participation Standards), Executive Board removal decisions under the three-strike system are final and may not be appealed at the chapter level. This Article governs the limited circumstances in which a national-level appeal may be considered for removals or suspensions ordered by National Headquarters.

Section 2 — Who May Appeal

Any individual removed from an EFF role or chapter by action of the National Office (rather than solely through the chapter-level strike system) may submit a written appeal to National Headquarters within seven (7) calendar days of receiving the written notice of removal. Appeals submitted after this deadline will not be considered, and the right to appeal shall be permanently waived.

Section 3 — Content of Appeal

A valid appeal must be submitted in writing to info@estherfundsfoundation.org and must include: (a) a respectful and professional statement of disagreement with the removal decision; (b) a factual and specific timeline of the relevant events; (c) any supporting documentation, witness statements, or evidence that was not considered during the original investigation; and (d) the specific remedy requested. Appeals that are disrespectful, threatening, or that contain false statements will be dismissed without review.

Section 4 — Review Process

Properly submitted appeals shall be reviewed by the Executive Director and/or a designated National Review Panel within fifteen (15) business days of receipt. The appealing party will not receive a personal hearing as a matter of right; the review shall be conducted based on the written record. The Executive Director may, at their discretion, request additional information from any party. The decision of the Executive Director following appeal review is final.

Section 5 — Possible Outcomes of Appeal

Following review of the appeal, the Executive Director may: (a) affirm the original removal decision; (b) modify the sanction to a lesser disciplinary action; or (c) reinstate the individual to their prior role, with or without conditions. The outcome of the appeal shall be communicated in writing to the appealing party within five (5) business days of the review decision.

Section 6 — Conditions for Reinstatement

Whether through the appeal process or through a separate reinstatement request (see Article XVI, Section 4), reinstatement to EFF is not guaranteed and shall require, at minimum: (a) submission and acceptance of a written corrective action plan; (b) completion of any required retraining, counseling, or other corrective measures specified by the Executive Director; (c) demonstration of genuine understanding of and commitment to the EFF Code of Conduct and these bylaws; and (d) approval by the Executive Director. Reinstatement may be conditioned on a probationary period, and any violation of the terms of reinstatement shall result in immediate permanent removal without further right of appeal.

ARTICLE XXXV *Added 2026*

Confidentiality

Section 1 — Purpose

Esther Funds Foundation is committed to protecting the privacy of its members, the security of its financial data, and the integrity of its internal governance deliberations. This Article establishes binding confidentiality obligations for all EFF national leaders, chapter officers, members, advisors, volunteers, and affiliates.

Section 2 — Protected Information

The following categories of information are designated as confidential and shall not be shared, disclosed, posted, or disseminated without the express written authorization of the Executive Director:

- **Member Personal Information:** Names, student ID numbers, home addresses, phone numbers, financial information, academic records, and any other personally identifiable information of EFF members, applicants, or scholarship recipients
- **Financial Data:** Chapter and national financial records, donor information, fundraising outcomes, budget documents, and any non-public financial communications
- **Internal Deliberations:** The substance of Executive Board deliberations, national leadership discussions, disciplinary proceedings, and investigation records
- **Personnel Matters:** Information regarding the hiring, compensation, performance, or disciplinary status of any EFF staff, officer, or volunteer
- **Strategic Plans:** Unpublished program plans, expansion strategies, partnership negotiations, and proprietary organizational materials

Section 3 — Confidentiality Obligations

All individuals who have access to protected information by virtue of their role within EFF agree, as a condition of their service, to: (a) use such information only for the purposes of their EFF responsibilities; (b) refrain from sharing such information with any unauthorized person, entity, or platform; (c) take reasonable steps to secure confidential information in their possession; and (d) report to National Headquarters any suspected or actual unauthorized disclosure of confidential information.

Section 4 — Social Media and Digital Confidentiality

No confidential information — including but not limited to meeting minutes, financial records, investigation findings, internal communications, or member data — shall be posted, shared, or disclosed on any social media platform, group chat, website, or public forum. Screenshots and forwarding of internal communications are prohibited without express authorization. (This provision supplements Article XIV — Social Media & Communications Governance.)

Section 5 — Duration of Obligation

The confidentiality obligations established by this Article survive any individual's departure from EFF — whether by resignation, removal, or expiration of term. Former officers, members, and affiliates remain bound by their confidentiality obligations with respect to information accessed during their service.

Section 6 — Consequences for Breach

Unauthorized disclosure of confidential information shall constitute a violation of these bylaws and may result in: disciplinary action up to and including immediate removal and blacklisting; civil legal action for misappropriation of confidential organizational information; and notification of campus authorities where applicable. EFF reserves all rights and remedies available under applicable law.

ARTICLE XXXVI *Added 2026*

Indemnification & Limitation of Liability

Section 1 — Indemnification of Officers and Directors

Esther Funds Foundation shall indemnify and hold harmless each current and former officer, director, employee, and authorized agent of EFF (collectively, "Covered Persons") against any and all claims, demands, proceedings, liabilities, losses, damages, costs, and expenses — including reasonable attorneys' fees — arising out of any act or omission taken by the Covered Person in the good-faith performance of their authorized duties on behalf of EFF, to the fullest extent permitted by applicable Florida nonprofit law and any other applicable law. This indemnification does not extend to acts of gross negligence, fraud, willful misconduct, bad faith, or actions taken outside the scope of the individual's authorized EFF responsibilities.

Section 2 — Advancement of Expenses

To the extent permitted by law and authorized by the Executive Director, EFF may advance reasonable legal defense expenses to a Covered Person who is a party to any proceeding by reason of their EFF service, subject to an undertaking by the Covered Person to repay such advances if it is ultimately determined that they are not entitled to indemnification.

Section 3 — Limitation of Personal Liability

No director, officer, or authorized volunteer of EFF shall be personally liable for the debts, obligations, or liabilities of Esther Funds Foundation solely by reason of serving in such a capacity, to the fullest extent permitted by applicable law. This limitation does not apply to liabilities arising from an individual's own fraud, gross negligence, willful misconduct, or breach of fiduciary duty.

Section 4 — Member and Chapter Non-Liability

Consistent with Article XXIII, Section 4, EFF is not liable for any personal misconduct, negligence, or illegal activity committed by individual members, officers, or advisors acting outside the scope of their authorized EFF responsibilities. Members and chapter officers shall be individually and personally responsible for any acts or omissions that exceed or violate their authorized EFF roles.

Section 5 — Insurance

EFF shall, to the extent financially practicable, maintain such insurance coverages as deemed appropriate by the Executive Director and National Board to protect the organization and its officers against covered risks, which may include general liability, directors and officers (D&O) liability, and other appropriate coverages.

ARTICLE XXXVII *Added 2026*

Severability

Section 1 — Severability of Provisions

If any provision of these 2026 Bylaws — or the application of any provision to any person or circumstance — is held to be invalid, illegal, unconstitutional, or unenforceable by a court or administrative body of competent jurisdiction, the remainder of these bylaws shall not be affected thereby and shall continue in full force and effect. The invalid or unenforceable provision shall be modified by the Executive Director and National Board, consistent with applicable law, to achieve as closely as possible the original intent and purpose of the invalid provision.

Section 2 — Preservation of Intent

No finding of invalidity with respect to any individual provision shall invalidate or diminish the authority of any other provision of these bylaws, including without limitation the supremacy of Nationals, the removal authority of the Executive Director, the financial accountability obligations of chapters, or any protective provision established by these bylaws. The remaining provisions shall be construed broadly to effectuate the purposes of EFF as set forth in the Preamble and Articles I and II hereof.

ARTICLE XXXVIII *Added 2026*

Governing Law

Section 1 — Florida Law Governs

These 2026 Bylaws and all matters arising under or in connection with the governance and operations of Esther Funds Foundation shall be governed by, construed, and enforced in accordance with the laws of the State of Florida, without regard to its conflict-of-law rules. EFF was founded in Tallahassee, Florida, and its National Headquarters is located in the Southeastern United States. Florida law, including the Florida Not For Profit Corporation Act (Chapter 617, Florida Statutes), shall govern the corporate governance, authority, and obligations of EFF and its officers and directors to the extent applicable.

Section 2 — Jurisdiction and Venue

Any legal dispute, claim, or proceeding arising from or related to the interpretation, enforcement, or alleged breach of these bylaws or of any organizational policy of EFF shall be subject to the exclusive jurisdiction of the state or federal courts located in Leon County, Florida. All parties who agree to be bound by these bylaws — by joining, serving, or affiliating with EFF — hereby consent to the personal jurisdiction of such courts for purposes of any such proceeding.

Section 3 — Compliance with Applicable Law

EFF and all of its chapters, branches, officers, and affiliates shall at all times operate in compliance with applicable federal law, the laws of the State of Florida, the laws of any state in which a chapter is located,

and all applicable university or campus regulations. In the event of any conflict between these bylaws and applicable law, applicable law shall control, and EFF shall take prompt action to bring its governing documents into compliance.

ARTICLE XXXIX

National Code of Conduct

This Article represents the complete Esther Funds Foundation National Code of Conduct and Chapter Governance Policy. All members — national and collegiate — must abide by this Code. Nationals must also be in full compliance with these standards. This is a legally binding agreement for all collegiate chapters, members, leaders, and advisors.

Section 1 — Introduction and Purpose

The Esther Funds Foundation (EFF) is a Christ-centered nonprofit organization that provides support and advocacy for college students, with a particular focus on increasing graduation rates among underrepresented, low-income, and first-generation students. As EFF continues to grow and be implemented across various campuses, it is critical that we maintain a unified, enforceable, and legally sound Code of Conduct that protects the organization, its brand, and the students and advisors who represent it.

This Code of Conduct is applicable to all individuals affiliated with EFF collegiate chapters, including but not limited to: executive board members, general body members, volunteers, ambassadors, royal court members, advisors, campus collaborators, and any student or professional participating in chapter functions. Compliance is mandatory and foundational to maintaining national recognition as a chapter.

Violations of this Code may result in formal warnings, probation, removal from the organization, blacklisting from future affiliation, and when necessary, legal reporting to campus or civil authorities.

Section 2 — Agreement of Participation & Legal Protection

Participation in EFF is entirely voluntary. However, once an individual has chosen to engage with the organization in any capacity, all words, actions, and decisions made while representing EFF — online or offline — fall under the jurisdiction of this national policy. By submitting a membership application, accepting an appointed or elected position, joining an EFF group communication channel, creating content for EFF social media, or leading or attending EFF-sponsored events, the participant acknowledges that:

- Their behavior reflects directly on a national nonprofit organization.
- Their actions may impact EFF's reputation, legal standing, donor trust, and community presence.
- Their compliance with this Code of Conduct is not optional but mandatory.

Each participant also agrees not to: misrepresent the Foundation's mission, logo, values, or name; speak on behalf of the organization without approval; share confidential planning materials or internal conflicts with individuals outside the organization; create unauthorized email addresses, websites, or merchandise

using EFF's name; or use EFF affiliation to gain influence or opportunities under false pretenses.

Section 3 — Professional and Personal Conduct Expectations

Every member, leader, advisor, and affiliated participant is expected to embody a standard of professionalism, personal integrity, and spiritual alignment at all times. Expected professional conduct includes:

- **Respectful Communication:** All emails, texts, and in-person conversations must reflect respect and professionalism. Sarcasm, condescension, passive-aggressive language, and gossip are prohibited.
- **Conflict Resolution:** Conflicts should be addressed directly, calmly, and privately, following a Matthew 18 approach. Public arguments, vague social media posts, or third-party gossip will not be tolerated.
- **Reliability and Follow-Through:** Leaders and members must show up to meetings, events, and assignments on time and prepared.
- **Emotional Maturity:** Participants are expected to process their feelings in a healthy way and avoid bringing personal emotions into group environments in a harmful or distracting way.
- **Appropriate Attire and Behavior:** At all EFF events, students should dress modestly and appropriately. Inappropriate gestures, disrespectful jokes, or flirting in group spaces are prohibited.
- **Boundaries and Leadership Submission:** Members must honor the authority of executive board members, advisors, and national leadership. Disagreement is allowed; dishonor is not.

Digital Behavior Standards require all members to: avoid arguments or slander online; refrain from posting about other members or EFF-related issues indirectly; not repost inappropriate or offensive content while visibly associated with EFF; and keep internal business, group chat drama, or sensitive updates off social media entirely.

Section 4 — Financial Accountability and Fundraising Protocol

All financial activity — whether at the national or chapter level — must reflect the highest standards of legal compliance, stewardship, ethical fundraising, and transparency. Chapters must: open and maintain university-approved accounts (no personal accounts or personal payment apps); maintain transparent ledgers accessible to the advisor and National HQ; record all donations, sales, and expenses with proof; and keep all receipts for a minimum of one year.

All fundraising conducted under the EFF name must be pre-approved. Before launching any fundraiser, chapters must: submit a fundraising request form; provide clear details on purpose, money handling, and expenditure; receive written approval from the advisor and/or EFF national; and provide a post-fundraiser report. Unauthorized fundraising is strictly prohibited. Financial violations — including misuse, misreporting, or unauthorized personal use of funds — will result in immediate investigation.

Section 5 — Prohibited Behavior and Zero Tolerance Policies

EFF enforces a zero-tolerance policy for behaviors that contradict its mission, compromise student well-being, or place the organization at legal, spiritual, or reputational risk. Violations may result in

immediate removal without warning and may be reported to university or civil authorities.

1. **Hazing and Coercion:** Any behavior — intentional or implied — that humiliates, intimidates, manipulates, or pressures an individual as a condition for inclusion is strictly prohibited. EFF is not a fraternity, sorority, or secret society. Any chapter found hazing members will face national investigation and permanent banning of involved individuals.
2. **Sexual Misconduct and Harassment:** Sexual harassment of any kind — verbal, physical, digital, or implied — will not be tolerated. The accused will be immediately suspended pending review. Consequences may include permanent removal, campus referral, and legal escalation.
3. **Discrimination, Bullying, and Hostile Environments:** Discrimination based on race, ethnicity, gender, sexual orientation, disability, faith background, or economic status is strictly prohibited. Bullying, verbal abuse, intimidation, gossip, exclusion, and digital harassment are unacceptable. Hostile behavior that goes unchecked may result in chapter deactivation.
4. **Public Defamation or Organizational Disrespect:** Members may not speak negatively about EFF on social media, publicly accuse leaders without due process, create social division or false narratives about decisions, or leak confidential documents. Students who disagree must address concerns privately and respectfully through proper channels.
5. **Financial Misconduct or Unauthorized Fundraising:** Any individual who collects, holds, or distributes money on behalf of EFF without authorization will be subject to disciplinary action and possible legal referral.
6. **Substance Use at EFF Events:** No student may consume, promote, or arrive under the influence of alcohol, marijuana, or other drugs at any EFF meeting, service activity, event, or retreat. Chapters may not partner with bars, clubs, hookah lounges, or alcohol-based brands.
7. **Tampering with National Materials:** Members may not alter EFF logos or templates without permission, change passwords or remove admin access from EFF platforms, or create new accounts representing EFF without submitting credentials.
8. **Repeated Disrespect Toward Leadership:** Members who consistently challenge leadership, undermine decisions, talk back in meetings, or foster rebellion may be removed. Passive-aggressive rebellion will not be entertained.

Section 6 — Social Media and Branding Expectations

All chapter social media accounts must be approved by National Headquarters before creation or launch. All login credentials must be submitted to EFF National HQ. Each account must use the chapter's official name, approved naming conventions, approved logos, and only approved brand colors, fonts, and designs. Content must reflect the mission and values of EFF including faith-based content, leadership development, campus engagement, and member recognition. Content must avoid: profanity, sensual or suggestive material, party promotions, memes that make light of trauma or faith, and spreading rumors or creating division.

Social media violations follow a progression: first offense — written warning; second offense — loss of posting access; third offense — member may be removed from the chapter. National HQ reserves the

right to revoke chapter posting privileges, disable accounts, or take disciplinary action if content becomes a threat to the brand or witness of EFF.

Section 7 — Spiritual Alignment and Core Values

EFF is a Christian nonprofit ministry. All who affiliate with EFF must acknowledge, respect, and preserve the faith-based nature of this ministry. EFF's core values are: Christ-Centered Leadership, Integrity and Accountability, Community and Belonging, Bold Faith in Action, and Excellence and Purpose.

All executive board members, advisors, and national ambassadors are expected to maintain a personal walk with Christ and to model Christlike leadership. Spiritual violations — including publicly mocking EFF's Christian identity, creating division during spiritual programming, practicing theology contradicting EFF's beliefs, or using spiritual language to control or manipulate others — may result in removal from leadership or the chapter.

Spiritual safety is a priority. The following practices are prohibited: inviting guest speakers who preach contrary to biblical truth; using spiritual language as a tool of control or shame; and allowing spiritual abuse, fear tactics, or manipulation. EFF welcomes the presence of the Holy Spirit with order, wisdom, and spiritual maturity.

Section 8 — Membership Status, Suspension, and Removal Process

Membership in EFF is a privilege, not a right. Disciplinary action may be taken against individuals who violate EFF's expectations, policies, or values. The disciplinary process includes:

1. **Informal Correction (Optional):** A private conversation for minor issues, allowing the member to correct behavior without a formal record.
2. **Written Warning:** A formal written warning documenting the violation, expectations for correction, and a timeline for follow-up, copied to the advisor and national leadership.
3. **Probation:** Placement on probation during which leadership, speaking, or planning privileges may be suspended and a behavior plan assigned.
4. **Suspension:** Suspension from all EFF involvement for a designated period in cases of escalated misconduct.
5. **Immediate Removal Without Warning:** Bypassing all steps and proceeding directly to permanent removal when a zero-tolerance policy is violated, when actions place the organization at legal or reputational risk, or when an individual intentionally undermines national leadership.

Students who believe they have been wrongfully removed may submit a formal appeal within 7 days to info@estherfundsfoundation.org. The appeal must include a respectful statement of disagreement, a factual timeline, and any supporting documentation. Appeals will be reviewed by national leaders, and their decision is final. Failure to appeal within 7 days forfeits the right to challenge the removal.

Section 9 — Legal and Organizational Protection

EFF retains sole legal ownership of its intellectual property, including the name "Esther Funds Foundation," all slogans and taglines, logos, digital designs, brand graphics, branded templates, program names, and proprietary frameworks. No chapter or member may use, replicate, alter, or distribute EFF intellectual property without prior written permission. Violation may result in an immediate cease-and-desist order, legal action, chapter deactivation, and permanent blacklisting.

Chapters function as extensions of the national organization but are not separate legal entities. Chapters may not enter into contracts without advisor oversight and written notice to National. Chapters may not open separate business accounts, apply for grants, or act as independent organizations using the EFF name. Chapters are prohibited from claiming 501(c)(3) status independently or distributing tax receipts without national approval.

EFF National Headquarters, its Board of Directors, and affiliated leadership are not liable for injuries sustained during chapter activities (unless caused by direct national staff negligence), emotional distress or personal disagreements among students, or actions taken by individual members or officers outside of officially approved activities.

Section 10 — Final Acknowledgement

By participating in Esther Funds Foundation in any capacity, every member, officer, advisor, volunteer, and affiliate acknowledges that they have read, understood, and agreed to comply with this National Code of Conduct in its entirety. This is a binding agreement, and compliance is required for continued participation in EFF. Esther Funds Foundation nationals must also be in full compliance with all standards contained in this Code.

| Contact: info@estherfundsfoundation.org | www.estherfundsfoundation.org

ARTICLE XL

Dissolution Clause

Section 1 — Organizational Continuity

In the event of potential dissolution of Esther Funds Foundation (EFF), every 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; and 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; and 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 Campus Ambassador Program, The REACH Project, The EFF Lift Fund, and 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.

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; and 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 XLI

Amendments

Section 1 — Authority to Amend

These 2026 Bylaws may be amended by the Executive Director with the approval of the National Board of Directors. 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.

Section 2 — Amendment Process

Proposed amendments must be submitted in writing to the National Office for review. The Executive Director and National Board shall review all proposed amendments within thirty (30) days of submission. Approved amendments shall be documented, dated, and distributed to all active chapters and national team members. The amended bylaws shall be published on the official EFF website and shall take effect

upon the date of adoption as noted in the amendment record.

Section 3 — Biennial Review

This document shall 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. The next scheduled review shall occur no later than 2028.

Section 4 — Supremacy

This document — the 2026 Bylaws of Esther Funds Foundation — serves as the highest governing authority for the Esther Funds Foundation. In the event of any conflict between these Bylaws and any chapter-level bylaw, policy, or practice, these National Bylaws shall govern. Esther Funds Foundation holds the right to enforce, protect, and preserve the integrity of this document.

APPENDIX A

Esther Funds Foundation Chapter Agreement & Compliance Form

This Chapter Agreement and Compliance Form must be signed by all Executive Board Officers of an EFF collegiate chapter prior to or at the time of chapter activation, and renewed at the beginning of each academic year. By signing this form, each officer affirms that they have read, understood, and agreed to comply with the 2026 Bylaws of Esther Funds Foundation in their entirety. Signed forms must be submitted to National Headquarters and retained in the chapter's official records.

Chapter Name:

University / Institution:

Academic Year:

Campus Advisor Name & Signature:

Officer Confirmation Statements

By signing below, each officer confirms the following:

- I have read and agree to abide by the 2026 EFF National Bylaws in full.
- I have read and agree to the EFF National Code of Conduct.
- I have completed or will complete EFF National Leadership Training prior to serving in my role.
- I will uphold EFF's faith-based standards, branding policies, and financial accountability requirements.
- I understand that Esther Funds Foundation Nationals reserves the right to remove me from my position at any time and for any reason consistent with these bylaws.
- I will use the official EFF chapter email (not personal email) for all official chapter communications.
- I will not create unauthorized social media pages, websites, or communications under the EFF name.
- I will not publicly disparage EFF, its leadership, or its members.
- I will submit all required reports, financial records, and compliance forms to National Headquarters as directed.
- I will consult my Executive Board before making major chapter decisions and follow the EFF chain of command.
- I will not hold chapter funds in any personal bank account, Venmo, CashApp, Zelle, or personal payment platform.
- I will register and provide access credentials for all official chapter social media accounts to National Headquarters.
- I will comply with all confidentiality obligations as set forth in Article XXXV of these bylaws.

Officer Signatures

President — Printed Name & Signature Date:

Vice President — Printed Name & Signature Date:

Secretary — Printed Name & Signature Date:

Treasurer / Financial Officer — Printed Name & Signature Date:

Parliamentarian — Printed Name & Signature Date:

Membership Chair — Printed Name & Signature Date:

Community Service Chair — Printed Name & Signature Date:

Fundraising Chair — Printed Name & Signature Date:

Social Media & Communications Chair — Printed Name & Signature Date:

Chaplain / Director of Collegiate Ministry — Printed Name & Signature Date:

Historian — Printed Name & Signature Date:

Additional Officer — Printed Name, Role & Signature Date:

Submit this signed form to: info@estherfundsfoundation.org | www.estherfundsfoundation.org Esther Funds Foundation National Headquarters — 2026

ADOPTION & RATIFICATION

Adoption & Signature Page

These 2026 Bylaws of the Esther Funds Foundation were prayerfully authored, reviewed, and adopted by the National Executive Director 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
- 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
- Pursue Every Future Fulfilled — for every student we serve

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.

| *Adopted and ratified by the Executive Director of Esther Funds Foundation, 2026.*

Executive Director Signature

Shayna Vincent, Executive Director & Founder Esther Funds Foundation

Date of Adoption:

Esther Funds Foundation | National Headquarters

info@estherfundsfoundation.org | www.estherfundsfoundation.org

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