

PRESBYTERY OF GREAT RIVERS BYLAWS

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BYLAWS

ARTICLE I - STATEMENT OF PURPOSE AND GUIDING PRINCIPLES

- Section 1 The Presbytery of Great Rivers exists to fulfill the responsibilities for the mission and governance of the church throughout its district as stated in the Constitution of Presbyterian Church (U.S.A.) (G-11.0103).
- Section 2 The Presbytery shall be governed and guided by the Constitution of the Presbyterian Church (U.S.A.), these Bylaws and the manuals of operation for the Presbytery of Great Rivers which shall contain policies and procedures adopted by the Presbytery. In cases of conflict, the documents shall govern in the order named.
- Section 3 All Presbytery entities may use non-face-to-face technologies for conducting its business provided the method used abides by the principles of the Constitution and the current edition of Robert's Rules of Order. This includes but is not limited to telephone conference, video conference, secure e-mail, and internet meetings.

ARTICLE II - CONSTITUENCY

- Section 1 Geographic Bounds. The Presbytery of Great Rivers is a governing body of the Presbyterian Church (U.S.A.), having common boundaries with the counties of Adams, Brown, Cass, DeWitt, Fulton, Greene, Hancock, Henderson, Henry (except Kewanee), Knox, Logan, Macoupin (except Brighton), Mason, McLean, McDonough, Menard, Mercer, Morgan, Peoria, Pike, Rock Island, Sangamon, Scott, Schuyler, Tazewell, Warren, and Woodford (except Minonk and Washburn) -- all within the State of Illinois.
- Section 2 Membership.
- a. Membership of the Presbytery Assembly shall consist of all ordained ministers of the Word and Sacrament received into membership by the Presbytery, all commissioned lay pastors commissioned to serve congregations in a primary pastoral position where there is no ordained minister of the Word and Sacrament, and at least one elder from each congregation within the bounds of the Presbytery. Churches with membership over 500 shall be represented by additional elders as follows: 501-1000 - One additional elder; 1001-1500 - Two additional elders; 1501-2000 - Three additional elders; and over 2000 - Four additional elders.
 - b. If there is an imbalance between the number of resident ministers and the number of ruling elders which churches are entitled to send as commissioners, the Presbytery shall invite sessions of particular churches to elect additional elder commissioners in accordance with provisions of the Book of Order.
 - c. Every ruling elder duly elected to be the Moderator or other officer, the Moderator of a standing committee or permanent commission, or a member of the Administration Team or the Visioning Team shall be enrolled as a member of the Presbytery for tenure of the office.

ARTICLE III - OFFICERS

- Section 1 Officers. The officers of the Presbytery shall be a Moderator, the Moderator Elect, a Stated Clerk and a Treasurer. The Presbytery may elect an assistant Stated Clerk or recording clerk.
- Section 2 Moderator. The Moderator Elect shall be installed as Moderator by the Presbytery Assembly at the last stated meeting of the calendar year for a term of one year and shall be limited to one term. The term of the office shall begin at the time of installation.

- Section 3 Moderator Elect. The Moderator Elect shall be the nominee obtaining a majority of votes in the Moderator Elect election and the term of office shall be for one year concurrent with the term of the Moderator. Upon the death, removal, or resignation of the Moderator, the Moderator Elect shall serve as Moderator for the balance of the unexpired term and the entirety of the next.
- Section 4 Stated Clerk. The Presbytery shall elect and employ a Stated Clerk to a term determined at the time of election. Other administrative and/or program responsibilities may be added when decided by the Presbytery. The Stated Clerk Office may be held by executive staff and/or support staff.
- Section 5 Assistant Stated Clerk. The Presbytery Assembly may elect and employ an assistant Stated Clerk or recording clerk for a definite term.
- Section 6 Treasurer. The Treasurer shall be elected annually by the Presbytery Assembly at its last stated meeting of the year for a term of one year. The term of office shall begin on January 1 of the year immediately following election.
- Section 7 Vacancies. Whenever a vacancy occurs during the term of any office except that of Moderator, the office shall be filled by election of the Presbytery Assembly for the remainder of the unexpired term. If a vacancy occurs in the office of Moderator Elect, the Presbytery Assembly shall elect an elder or a clergy as corresponds to the vacancy.

ARTICLE IV - DUTIES OF OFFICERS

- Section 1 Moderator. The Moderator shall preside at all meetings of the Presbytery Assembly in accordance with the Presbyterian Church (USA) Constitution (G-3.0103); shall preside at all installations and ordinations or approve a designee to do so; moderate the Leadership Team, and serve as a corresponding member on the Administration and Visioning Teams and shall perform other administrative duties as requested by the Presbytery.
- Section 2 Moderator Elect. The Moderator Elect shall serve in the absence of the Moderator and on behalf of the Moderator when delegated to do so and serve as a corresponding member on the Administration and Visioning Teams.
- Section 3 Stated Clerk. The Stated Clerk shall keep an accurate record of the proceeding of each meeting of the Presbytery Assembly; shall send such notice as may be required; shall conduct the correspondence of the Presbytery; shall be custodian of the minutes of the standing committees and manuals of administrative operations for of the Presbytery; shall keep a complete roll of the ministers of Word and Sacrament, members of the Presbytery and the clerks of session of the churches of Presbytery; shall keep advised of the requirements of the Book of Order, the Presbytery's Bylaws, the manuals of the Presbytery of Great Rivers and the most recent Robert's Rules of Order in order to assist the Presbytery in its proceedings and shall perform such other duties as the Constitution of the Presbyterian Church (U.S.A.) may require or as may be directed by the Presbytery.
- Section 4 Assistant Stated Clerk. The assistant Stated Clerk or recording clerk shall perform such duties as shall be assigned by the Stated Clerk or by the Presbytery.
- Section 5 Treasurer. The Treasurer shall be a member of the Board of Trustees without vote and, as officer of the corporation, shall oversee the preparation and submission at each meeting of the Presbytery Assembly of a financial statement and an annual professional audited financial report showing the condition of the various accounts and funds of the Presbytery. All checks and other obligations shall be signed by the Treasurer or, in the event of the Treasurer's inability, by such other persons as the trustees shall have designated.

ARTICLE V - PRESBYTERY STAFF

- Section 1 General Presbyter. The Presbytery Assembly, with the concurrence of the Synod, shall elect and employ a general presbyter for a term of five years. The general presbyter shall fulfill the responsibilities set forth in the PCUSA Constitution (G-3.0110) and the Presbytery of Great Rivers manuals of administrative operations.
- Section 2 Other Staff. Other staff with administrative and/or program responsibilities may be added with definite term of service when desired by the Presbytery in consultation with the synod and the teams of the Presbytery. Such additional staff members shall be considered the Presbytery Staff and shall work under the direction of the general presbyter.

ARTICLE VI - PRESBYTERY ASSEMBLY

- Section 1 Responsibilities. The Presbytery Assembly shall establish and revise goals and objectives; establish policy; establish functions and a supporting budget; determine structure; review fulfillment of goals; receive reports of functioning units; approve criteria to be used by the Nominating Committee; provide for theological reflection on the life of the Presbytery; promote community, fellowship and worship and fulfill other responsibilities required by the Constitution of the Presbyterian Church (U.S.A.).
- Section 2 Stated Meetings. Stated meetings of the Presbytery Assembly shall be at least two times a year, with the second meeting of each year to be the annual meeting.
- Section 3 Change in Place, Date, or Time. The place, date, or time of any stated meeting of the Presbytery Assembly may be changed by the Presbytery Assembly or Leadership Team provided that notice be sent not less than 21 days in advance to each minister, each clerk of session and each elder elected to a term as a commissioner.
- Section 4 Special Meetings. Special meetings may be called in accordance with the PCUSA Constitution. Those churches or persons requesting a call for a special meeting may be charged a fee determined by the Presbytery to cover appropriate costs of the meeting.
- Section 5 Quorum. A quorum for the transaction of any business at any meeting of the Presbytery Assembly shall be at least twenty minister members and twenty ruling elders that represent at least fifteen percent of congregations of the presbytery.
- Section 6 Attendance. All ministers of the Word and Sacrament members and duly elected elder commissioners shall attend all stated meetings of the Presbytery unless excused. Permission to be excused from any meeting of the Presbytery prior to adjournment shall be obtained from the Stated Clerk.
- Section 7 Rules of Order. The most recent edition of Robert's Rules of Order shall govern the proceedings of the Presbytery Assembly, except in those cases where PCUSA Constitution or these Bylaws provide otherwise.
- Section 8 Distribution of Papers or Other Materials at a Presbytery Assembly. Only papers or other materials approved by the presbytery committees, staff, stated clerk, moderator, or moderator-elect may be distributed to those who attend presbytery meetings; Leadership Team.

ARTICLE-VII – LEADERSHIP TEAM

- Section 1 **Responsibilities.** The Presbytery shall have a Leadership Team for the purpose coordinating the work of the presbytery committees to promote partnership among the presbytery.
- a. The Leadership Team will plan Presbytery meetings.
 - b. The Leadership Team shall be responsible the processing of overtures.
 1. Overtures from sessions go to the Bills and Overtures Committee before they come to the presbytery and that they must be received by the Stated Clerk no later than 21 days before a presbytery meeting.
 - c. The Leadership Team shall be allowed to vote to assume original jurisdiction on behalf of the Presbytery when there is a need between stated meetings or when requested by a session.
 - d. Is responsible for the governance structure of the Presbytery.
 - e. coordinating disposition of received external grants.
 - f. In conjunction with the Administration Team and Visioning Team, regular review of the functional relationship between the Presbytery's structure and its mission.
- Section 2 **Membership.** The Leadership Team will consist of the moderator, moderator-elect, chairs of the Administration Team, Visioning Team, Committee on Ministry, Committee on Preparation for Ministry, Nominating Committee, Personnel Committee, Stated Clerk, general presbyter, and Treasurer.
- Section 4 **Meetings.** Regular meetings of the Leadership Team shall be held at least quarterly. Other meetings may be held on the Team's own appointment, at the call of the chair or at the call of the Presbytery Assembly. The moderator will serve as the chair, and the general presbyter will organize the agenda.
- Section 5 **Quorum.** The quorum shall be a majority of the respective members.

ARTICLE-VIII – ADMINISTRATION TEAM

- Section 1 **Responsibilities.** The Presbytery shall have an Administration Team. As directed by the Presbytery Assembly, it shall manage the finances and personnel of the Presbytery to assure achievement of the goals.
- a. The Administration Team shall be responsible for budget and finance, trustee, audit and personnel functions-
 - b. The Administration Team shall appoint, pending the approval of the Presbytery Assembly, persons to fill vacancies temporarily in Presbytery-elected positions.
 - c. The Administration Team shall report at each regular meeting of the Presbytery every item of business transacted by it. Its decision shall be immediately operative wherever power has been conferred, but such decisions may be reviewed and reversed by the Presbytery.
 - d. The Administration Team shall be responsible for preparing, coordinating and integrating the budget of the Presbytery
 - e. The Administration Team shall be responsible for administering the review of session records, preparing the proposed annual calendar, and other administrative matters not lodged elsewhere.

- f. The Administration Team shall be responsible for:
 - 1. The annual review and evaluation of the work and financial compensation of all staff members and the financial compensation of the Stated Clerk.
 - 2. The nomination of persons as required for administrative positions other than the general presbyter which is to be conducted in accordance with provisions of the manuals of the Presbytery of Great Rivers.
 - 3. Maintenance of the current staffing rationale for the Presbytery and current position descriptions for staff positions authorized by the Presbytery Assembly.
 - 4. Review of personnel policies to insure compliance with General Assembly and Synod directions; and
 - 5. In conjunction with the Leadership Team and Visioning Team, regular review of the functional relationship between the Presbytery's structure and its mission.

Section 2 Membership. The Administration Team elected by the Presbytery Assembly shall consist of 12 members at large. Membership shall be divided into three equal classes and shall be divided equally between clergy and elders. The chair shall be nominated by the Presbytery Nominating Committee and elected for a three-year term by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Team shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.

Section 3 Corresponding Members. In addition to the voting members, the general presbyter, the Stated Clerk, moderator, moderator-elect, and the Treasurer shall be corresponding members. The Stated Clerk shall be the secretary.

Section 4 Meetings. Regular meetings of the Administration Team shall be held quarterly. Other meetings may be held on the Team's own appointment, at the call of the chair or at the call of the Presbytery Assembly.

Section 5 Quorum. The quorum shall be a majority of the respective members.

Section 6 Trustees. The Administration Council shall serve as a board of trustees with the following responsibilities:

- a. Responsibilities.
 - 1. Receive, hold, encumber, manage and transfer real and personal property;
 - 2. Act on requests from local churches dealing with loans, purchases of property and sales, all of which need Presbytery approval;
 - 3. Review the report of the professional auditors and recommend its acceptance by the Presbytery and the adoption of the auditor's recommendations by the Council;
 - 4. Facilitate the management of the Presbytery's civil affairs in such manner as may be directed by the Presbytery and according to the Constitution of the Presbyterian Church (U.S.A.) and the laws of the State of Illinois.

Section 7 Delegation of Duties. The Administration Team may appoint groups for duration and of a size as necessary to address the responsibilities assigned to it.

ARTICLE IX - VISIONING TEAM

Section 1 Responsibilities

- a. The Visioning Team leads and equips the Presbytery to live into its vision and mission. The Visioning Team is responsible for casting the vision of the Presbytery, communicating the vision and work of the Presbytery, and helping the Presbytery live and act within, and according, to the vision.
 1. The Visioning Team encourages and facilitates mission within the Presbytery and individual churches through grants, challenges, partnerships, trainings, and other support.
 2. The Visioning Team equips and facilitates churches to identify their own vision and mission.
 3. The Visioning Team identifies key areas of needed growth, education, and focus for Presbytery Meetings and other special Presbytery events. This may require the Visioning Team to plan and carry out special events or gatherings which will help PGR churches work toward the Presbytery Vision.
 4. In conjunction with the Administration Team and Leadership Team, regular review of the functional relationship between the Presbytery's structure and its mission.

Section 2 Membership.

The Visioning Team elected by the Presbytery Assembly shall consist of 12 members at large. Membership shall be divided into three equal classes and shall be divided equally between clergy and elders. The chair shall be nominated by the Presbytery Nominating Committee and elected for a three-year term by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Team shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.

Section 3 Corresponding Members. The Moderator, Moderator-Elect, General Presbyter, Stated Clerk and Treasurer will be corresponding members.

Section 4 Meetings. Regular meetings of the Visioning Council shall be held at least quarterly. Other meetings may be held on the Council's own appointment, at the call of the chair or at the call of the Presbytery Assembly.

Section 5 Quorum. The quorum shall be a majority of the respective members.

Section 6 Delegation of Duties. The Visioning Team may appoint groups for duration and of a size necessary to carry out its work.

ARTICLE X- COMMITTEES

Section 1 Nominating Committee

- a. Responsibilities.
 1. Present nominees for all elected offices of the Presbytery required by these Bylaws and other positions normally filled by election of the Presbytery Assembly to the Presbytery Assembly for action by the last Presbytery Assembly stated meeting of the year and at such other times as may be required to fill vacancies;
 2. present nominees for commissioners and youth advisory delegates to the General Assembly and the Synod Assembly to the Presbytery Assembly;
 3. develop and maintain a resource file of people qualified and able to serve in the several offices and task forces within the Presbytery structure

- b. Membership
The Nominating Committee shall be composed of nine members who shall be nearly equal representation of minister members and ruling elders. The membership, to include the chair, shall be nominated by the Administration Team in consultation with the Nominating Committee for election by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Committee shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.
- c. Meetings. The Nominating Committee shall meet regularly and shall report to the Stated Clerk.
- d. Quorum. The quorum shall be a majority of the respective members.

Section 2 Committee on Ministry

- a. Responsibilities. The Committee on Ministry required by the PCUSA Constitution, shall be responsible for responding to the goals and objectives and related matters which deal with enhancing and strengthening pastor/congregation relations; enhancing and strengthening skills for the professional ministry and the performances of all duties required by the PCUSA Constitution (G-3.0307).

In routine, non-controversial cases, when it is able to achieve a consensus, the Committee on Ministry, in its role as a designated commission, shall have the authority:

1. to grant permission to labor outside the bounds of the Presbytery;
2. to grant permission to labor within the bounds of the Presbytery;
3. to receive and dismiss minister members in good standing who are without pastoral charge;
4. to appoint a Moderator of a session when the pulpit is vacant;
5. to approve the invitation of a session to a minister to be a to a temporary pastoral relationship
6. to appoint a commission for the ordination and/or installation of a minister who has received a properly approved call;
7. to oversee the Commissioned lay pastor program including training for lay pastors and their oversight, to approve the commissioning of lay pastors to specific ministries and to authorize their functions, responsibilities, terms and conditions, in accordance with PCUSA Constitution, (G-14.0801 G-2.10).
8. to appoint, in consultation with the Moderator of Presbytery, ordained members to assist in the service of introduction and commissioning of a lay pastor/ruling elder whose sphere of ministry is approved by the Committee on Ministry in terms of PCUSA Constitution (G-2.1003);
9. to approve the election of pastors' emeriti or emeritus;
10. to designate a minister in good and regular standing as honorably retired;
11. to authorize specific elders in specific circumstances to administer the Lord's Supper in accordance with PCUSA Constitution-
12. to approve calls and dissolutions when the congregation and pastor agree; and
13. to approve the creation and abolition of pastoral positions.
14. serve as the examination committee to determine theological fit of candidate before the candidate preaches a candidating sermon.

All such actions taken in its role as designated commission shall be reported to the Presbytery for ratification.

- b. Membership.
The Committee on Ministry elected by the Presbytery Assembly shall consist of 24 members at large, the chair and twenty-three others. Membership shall be divided into three equal classes and shall be divided equally between clergy and elders. The chair shall be nominated by the Presbytery Nominating Committee and elected for a three-year term by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Committee shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.
- c. Committee Meetings. Regular meetings shall be held.
- d. Quorum. The quorum of the committee shall be a majority of its respective membership.
- e. Staff. The Presbytery may provide staff services as needed through permanent employed staff, short-term contractual services or by using available personnel with specific skills.

Section 3 Committee on Preparation for Ministry

- a. Responsibilities. The Committee on Preparation for shall be responsible for responding to the goals and objectives and related matters which deal with enhancing and strengthening skills for the professional ministry and the performances of all duties required by the PCUSA Constitution (G3.0307).
- b. Membership.
The Committee on Preparation for Ministry elected by the Presbytery Assembly shall consist of ten members at large, the chair and nine others. Membership who shall be nearly equal representation of minister members and ruling elders. The chair shall be nominated by the Presbytery Nominating Committee and elected for a three-year term by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Committee shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.
- c. Committee Meetings. Meetings shall be held as needed.
- d. Quorum. The quorum shall be a majority of the respective members.
- e. Staff. The Presbytery may provide staff services, as needed through permanent employed staff, short-term contractual services or by using available personnel with special skills.

Section 4 Bills and Overtures

- a. Responsibilities. The Bills and Overtures Committee is responsible for reviewing proposed changes to the Constitution and presenting them to the Presbytery for deliberation and action. In addition, they shall bring to the Presbytery any overtures to the General Assembly from any unit of the Presbytery or congregation in the Presbytery.
- b. Membership. The Bills and Overtures Committee is composed of the Commissioners to General Assembly. They shall serve from the Assembly they were commissioners until the next Assembly.
- c. Committee Meetings. Meetings shall be held as needed.
- d. Quorum. The quorum shall be a majority of its membership.
- e. Submission of Overtures. All overtures must go through the Committee for review and presentation to the Presbytery for action. All proposed overtures must be received by the Stated Clerk no later than 30 21 days before a Presbytery meeting.

Section 5 Other Committees.

The Presbytery shall create and elect other such committees as deemed necessary. It may also create temporary committees and task forces.

ARTICLE XI - COMMISSIONS

Section 1 Permanent Judicial Commission. The Permanent Judicial Commission, required by the Book of Discipline (D-5.0101), shall be composed of nine members as equally divided between ruling elders and ministers of Word and Sacrament as possible, with not more than one of its elder members from any one of its constituent churches. Commissioners shall be nominated by the Presbytery Nominating Committee and elected by the Presbytery Assembly. The members shall be elected in three classes, not more than one-half of the members to be in one class. No person having served upon the Commission for a full six years shall be eligible for re-election. The Commission shall elect from its members a Moderator and a clerk. It shall have the powers and obligations set forth in the Book of Discipline.

Section 2 Other Commissions. Other commissions may be elected by the Presbytery Assembly in accordance with PCUSA Constitution-

ARTICLE XII - THE APPOINTMENT OF AN INVESTIGATING COMMITTEE

Section 1 Investigative Committee

- a. When it becomes necessary that an Investigating Committee be appointed to comply with provisions of D10.0200 or a Committee of Counsel to comply with the provisions of D-6.0302 between stated meetings of the Presbytery, the Moderator, the Visioning Team Chair, the Administration Team Chair and the Stated Clerk shall appoint the committee and report the action to the next meeting.
- b. The Stated Clerk shall notify the accused and the accuser that such a committee has been appointed.
- c. The Leadership Team shall be allowed to vote to assume original jurisdiction on behalf of the Presbytery when there is a need between stated meetings.

ARTICLE XIII - THE PARTICULAR CHURCH

Section 1 Responsibilities. The Presbytery affirms its belief in the particular church as the cornerstone of the Church's life and ministry, and seeks to be responsive to the needs and desires of particular churches as it determines, achieves and evaluates its ministry. The Presbytery shall have as its purpose the strengthening of the particular churches in their local ministries. The churches shall:

- a. Session Records Review: Under the direction of the Administration Team, the Presbytery Assistant Clerk shall conduct a review of the records of each Congregation biennially. Training of Session Clerks shall take place during the review. In years in which there is no review there may be training for Session Clerks.
- b. Elect members to the Presbytery Assembly, as set forth in these Bylaws and the Book of Order;
- c. Assist the development of the Presbytery Nominating Committee resource file by submitting a list of qualified and available persons for the various positions within the Presbytery and other positions normally filled by election of the Presbytery Assembly so that names may be included in the list provided to the Presbytery Nominating Committee each year; and

- d. Aid in the review of the achievement of Presbytery goals and objectives and the effectiveness of the working parts of Presbytery.

Section 2 Representation. The particular churches shall be represented in the Presbytery Assembly as set forth in Section 1.b above. In addition, active members of particular churches may be elected or requested to serve in positions within the Presbytery or in the other governing bodies.

ARTICLE XIV- INCORPORATION

Section 1 Incorporation. In accordance with the Form of Government, this Presbytery shall be incorporated under the Laws of the State of Illinois as the Presbytery of Great Rivers of the Presbyterian Church (U.S.A.), successor to the Presbyteries of Alton, Bloomington, Monmouth, Peoria and Springfield, as a Not-for-Profit Religious Corporation.

Section 2 Registered Agent. The Stated Clerk of the Presbytery shall be the Registered Agent of the Corporation as required by the General Not-for-Profit Corporation Act of the State of Illinois. The legal address of the Corporation shall be 1230 West Candletree Drive, Suite D, Peoria, IL 61614.

ARTICLE XV - AMENDMENTS

Section 1 Amendments. The Bylaws may be amended at any meeting of the Presbytery by a two-thirds vote of commissioners present, provided notice of such a proposal has been given at least 60 days in advance or at the previous stated meeting.

ARTICLE XVI – REVIEW OF BYLAWS

These bylaws shall be reviewed by the Leadership Team annually. Revisions will be presented to the Assembly at the second meeting of the year.

(Adopted January 6, 1972. Amended 6/27/72, 10/24/72, 4/24/73, 1/22/74, 4/23/74, 6/28/74, 10/22/74, 10/28/75, 6/22/76, 9/27/77, 11/29/77, 2/27/79, 2/24/81, 6/9/81, 11/29/83, 11/27/84, 11/26/85, 5/20/86, 11/25/86, 8/23/88, 11/28/89, 8/25/90, 2/26/91, 8/25/92, 11/15/94, 9/12/95, 6/11/96 and 11/19/96, 11/18/97, 9/10/02, 6/10/03, 02/27/07, 2009, 11/01.