Deter explain By-Law Changes

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"ENLACE"

D.C. METROPOLITAN COALITION OF LATINO LESBIAN AND GAYS

PREAMBLE:

There is oppression of Latino/Hispanic lesbians and gay men; Whereas there is a need for a unified voice articulating the needs, aspirations and identity of Latino lesbians and gay men as whole persons who are both Latino and lesbians or gay men and;

Whereas such unified voice must be generally representative in its composition, and totally representative in its leadership of the community of Latino people who are lesbians and gay men;

We therefore organize as Latino lesbians and gay men, this coalition to promote our rights and proclaim our pride.

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ARTICLE I: NAME

EX PLAINING IN ENGLISH THE name of this organization shall be "ENLACE" District of Columbia Metropolitan Coalition of Latino lesbians and Gays Inc.

ARTICLE II: PURPOSES

The purposes of this organization shall be:

- A. to work to abolish unfair discrimination against members of the lesbian and gay community;
- B. to build a strong political base for the lesbian/gay community;
- C. to nurture and promote positive attitudes between and among Latino non-gays and Latino lesbians and gays.
- D. to improve the working and social relationships between and among Latino lesbians and gay men; AND ONEL CONNUNTIES
- E. to raise the consciousness of Latino lesbians and gay men on major local, national, and international issues;
- F. to work cooperatively with other local and national gay and lesbian organizations to the extent possible in the

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pursuit of human rights;

- G. to work cooperatively with other Latino local and national organizations to the extent possible in the pursuit of human rights;
- H. to support the struggles for human and civil rights for all people;
 - I. to promote awareness of and action towards the issues of AIDS and to the PWAs, and other health issues relevant to the Lesbian and Gay community.
- J. To nurture and promote positive attitudes between and among Latino Lesbians and Gays and the gay community in general; and
 - K. To promote awareness of and action toward other issues of interest to the Lesbian and Gay community.

ARTICLE III: MEMBERSHIP

A. Eligibility

Membership shall be granted to individuals who:

- 1. reside in the Washington, D.C. Metropolitan Area
- 2. complete an application requesting membership
- 3. indicate their endorsements and support of the purposes of the Coalition as set forth in these by-laws.

B. Requirements

In order for a member to maintain good standing they must:

- 1. pay annual dues as specified
- 2. attend at least three (3) Coalition meetings per year.
- 3. join a Coalition committee

C. Rights and Privileges

A member shall have the right and privilege to:

1. attend the annual meeting and receive reports from the Coalition president and Business Manager on the state of the organization.

- 2. participate in the reassessment of the goals, objectives and directions of the Coalition at the annual meeting.
- 3. elect officers.
- 4. vote upon and approve the by-laws
- 5. approve the annual budget
- 6. plan and participate in specific projects of the Coalition
- 7. attend all meeting called by the Executive Committee.

Membership may be revoked:

- 1. for failure to make annual contributions as provided in these by-laws, or
 - a. activities and behavior detrimental to the good name and reputation of the Coalition, or failure to support its by-laws and lawful activities shall constitute good cause for dismissal under this section.
- 2. for good cause by a vote of a two-thirds majority of the members present at a business meeting

ARTICLE IV: MEETINGS

A. Annual Meetings

There shall be an annual meeting on the date established by the executive committe.

- 1. the purposes of the annual meeting shall be:
 - a. to receive reports from the Coalition President and the Finance Committee on the state of corporation.
 - b. to reassess goals, objectives and direction of the Coalition and to plan specific projects to be undertaken

- c. to consider and act upon:
 - (1) the election of officers
 - (2) propose amendments to the by-laws, and
 - (3) approval of the annual Coalition budget, and
 - (4) creation of operating committees as necessary
- d. a quorum at the Coalition annual meeting shall consist of 51% of the membership in good standing as certified by the Recorder.

B. General Meetings

- 1. The purpose of the general meeting shall be:
 - a. to meet on a regular basis as determined by the membership at the annual meeting, or when the Executive Committee deems it necessary.
 - b. To consider business before the coallition or organizational projects and other such matters as deemed necessary by the Executive Committee. General meetings shall be held once a month and with a minimum notice of one week.
- 2. A quourum at a general or special meeting shall consist of 10% of the membership in good standing

C. Special Meetings

The Executive Committee shall call special meetings to attend urgent matters before the Coalition with a 24-hour notice.

Article VI OFFICERS AND COMMITTEES

- A. The officers shall be persons who are at least eighteen years of age and who shall be:
 - 1. placed in nomination by a member in good standing during the nominating period. The nominating period shall begin at the general meeting preceding the annual meeting and will be closed at 12:00 noon on the Saturday preceding the annual meeting.
 - 2. receive a majority of the votes cast by members in good standing present at the election.

- B. The term of office shall:
 - 1. commence at the annual meeting. In the case of an officer being elected to fill a vacant position, the term commences upon the member's election to that position
 - 2. not exceed three (3) consecutive years, and
 - 3. expire at each annual meeting.
- C. Officers may be removed from their positions by:
 - 1. Executive declaration of position vacancy by a majority of the members of the Executive Committee following the submission of a written statements of misconduct or for absence from three or more consecutive meetings without just cause or prior notice, or
 - 2. recall vote of three-fourths (3/4) of the members in good standing following submission of a written grievance and a hearing to determine the merits of the alleged grievance.
- President with ratification by the majority of the membership in good standing present and voting at a general meeting.

E. Officers of the coalition shall be:

- 1. President, who shall be responsible for coordinating Coalition activities, presiding at Coalition meetings, preparing Coalition correspondence, reviewing all position papers, speeches, and press announcements to insure their compliance with the rules and regulations of the Coalition and executing the orders and resolutions of the Executive Committee. The President or designate chairs the Policy and Action Committee, and is an ex-officio member of all operating and AD-HOC committees
- 2. Vice-President, who shall assist the president in all tasks and subtitute for the President in the event of his/her absence or resignation.
- 3. Recorder, who shall keep the records of Coalition and the minutes of the meetings, maintain membership rolls and certify membership standing. Recorder chairs the

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Article V Brand

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2-VA " Corp. See / Comm. See

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Membership Development Committee.

Treasurer, who shall handle all financial matters, including fundraising, maintain accurate records of income and disbursements, and prepare an itemized quarkerly monthly report to be submitted in writing to the complete Recorder for the business meeting following the end of each calendar month Chairs Finance Committee.

The Executive Committee shall be composed of the officers, This plus and chairs of operating and hoc committees at the time that the Executive Committee meets. The Executive is responsible for the overall management of the corporate affairs. Its duties include, but are not limited to, the following:

- Administration of funds and business affairs.
- 2. Declaration of position vacancies.

Brand-73. Establishment of ad hoc committees as necessary and delegation of appropriate authority to those committees to carry out their purposes.

Bound—> 4. Conducting grievance hearings and considering revocation of memberships.

Brad -> 5. Conduct annual elections.

- 6. Has authority to seek legal counsel on matters of the Coalition as it deems necessary.
- To appoint an ex-officio parliamentarian to advise the president or designate at all meetings.

Defines the jurisdiction and responsibilities of the Brand -> 8. operating committees

> The Executive Committee shall act on behalf of the Coalition between meetings. Members of the Executive Committee may not receive compensation for their services to the Coalition, but may be reimbursed for expenses incurred in conducting Coalition business. Quorum for meeting of the Executive Committee shall consist of at least 3 of the members of the committee provided that the President has notified all members of the committee of the meeting at least 24 hours prior to convening the meeting. The President-chairs the Executive Committee.

ARTICLE VIE DUES AND CONTRIBUTIONS

A. Dues and contributions will be established by the general Brandy Directors membership at the annual meeting as part of the approval of the Coalition budget.

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ARTICLE VIII PARLIAMENTARY AUTHORITY

A. In case of parliamentary disputes, the rules contained in the current edition of "Robert's Rules of Order Newly Revised" shall govern the Coalition in all cases to which they are applicable and in which they are not inconsistent with these by laws or any special rules adopted by the Coalition. The Coalition shall provide a copy of said rules.

ARTICLE VIII: AMENDMENT OF BY-LAWS

These by-laws may be amended at any Annual Meeting by the vote of two-thirds (2/3) of those members in good standing and present and voting.

ARTICLE IX: RATIFICATION OF BY-LAWS

These by-laws shall be ratified upon the vote of a majority of the members present and voting at an Annual Meeting.