

## **BYLAWS OF THE RIVER CITY GENDER ALLIANCE**

### **I. NAME - LOCATION**

- A. The name of the organization shall be the River City Gender Alliance. The initials R.C.G.A. shall also stand for the group. The butterfly shall be its logo.
- B. The RCGA is a not-for-profit group, organized to serve members from eastern Nebraska and western Iowa, but membership will be open regardless of residence.

### **II. STATEMENT OF PURPOSE – OBJECTIVES**

- A. The mission of the RCGA is to provide support, education, and advocacy for all individuals who experience gender identity issues in any form. RCGA welcomes all individuals with gender identity issues, their spouses, partners, and family members.
- B. To fulfill the mission of the RCGA, the objectives will be:
  - 1. Provide educational assistance and resource referrals.
  - 2. Develop self-confidence/self-esteem in all members.
  - 3. Network with other support groups.
  - 4. Provide outreach activities that positively reflect our lives and problems facing the community as a whole.
  - 5. Provide outreach to helping professionals who are interested in our lives.
  - 6. Hold social gatherings.
  - 7. Advocate for more trans-inclusive legislation both locally and nationally.

### **III. MEMBERSHIP**

- A. Regular membership shall be open to any adult that experiences gender identity issues. Regular membership shall also be extended to the legal spouse or significant other of all regular members – voting rights included.
- B. Regular membership shall be open to any parent of guardian of a minor child who experiences gender identity issues – voting rights included.
- C. Associate membership shall be available to professionals and/or businesses that have a supportive interest in gender identity issues.
- D. Membership in the RCGA is open to any adult regardless of race, religion, nationality, anatomy, sexual orientation, gender identity, presentation skills, economic status, or age.
- E. Membership Dues

1. Dues shall be established each year at the October meeting by the Board of Directors and approved by a quorum of the members present at the October monthly support meeting.
  2. Annual dues shall run from January 1 to December 31.
  3. New members shall pay pro-rata dues for each month of membership from the month of joining through December.
  4. Payment of regular membership dues entitles regular members to voting privileges, access to the newsletter, and access to the RCGA on-line media.
  5. Associate membership dues shall be at the same rate as regular membership dues. Newsletters will be sent if the associate member desires. In lieu of voting privileges, associate members may have a business card size ad published in the newsletter.
- F. Fees – The RCGA shall set the amounts to be charged for each meeting.
1. Regular meeting fees shall be by voluntary donation, with a suggested minimum of \$5.00
  2. Special meeting and event fees may be set by the Board of Directors to cover costs of the event.
  3. By written request to the Treasurer, all dues and fees may be waived partially or fully on a temporary basis, by vote of the Board of Directors for hardship reasons.
- G. Meeting locations, time of meetings, and frequency of support meetings shall be determined by the Board of Directors, with input from the membership whenever possible.

#### IV. **RULES OF CONDUCT**

- A. Standards
1. Members shall have the right to attend all regular meetings, special meetings and meetings of the Board of Directors.
  2. Members shall conduct themselves as ladies and gentlemen at all times.
  3. Members shall not possess or use illegal drugs during or at RCGA functions.
  4. Alcohol use during regular meetings is not allowed
  5. Photos and publications to be shared at any function shall not be sexually explicit in nature.
  6. Attendance in any gender role is allowed.
  7. Confidentiality of membership is extremely important. The privacy of other members, their names, addresses, e-mail addresses, on-line identities, phone number, places of employment, and/or any personally identifying information are not to be released by anyone without the member's consent.

8. Photographing any member or guest without permission is prohibited.
9. All members shall abide by the facility provider's rules of conduct.
10. Sexual solicitation of other members at meetings is expressly prohibited.
11. Guests of members should be cleared by at least one director before the meeting.
12. Disclosure of meeting locations, times and details to non-members is prohibited without permission of the Board of Directors.
13. Members who participate in RCGA sponsored or supported on-line media shall adhere to the guidelines and regulations established by the providers of such media.
14. No member may present himself or herself as an official representative of the RCGA, or use the RCGA name, logo, or stationery without consent of the Board of Directors.

B. Member Suspension or Expulsion.

1. If a member becomes subject to suspension or expulsion from the RCGA for violating any of the rules of conduct, the following procedure shall be followed:
  - a. If any member observes or becomes aware of a violation of the RCGA by-laws, he/she shall report said alleged violation to the RCGA President in writing;
  - b. A majority vote by the Board of Directors shall determine whether membership shall be subject to suspension or expulsion and said vote shall take place no less than seven (7) days prior to the next scheduled monthly meeting;
  - c. If there is a majority vote by the Board of Directors that a member is subject to either a suspension or expulsion, the President shall notify said member no less than four (4) days prior to the next scheduled monthly meeting, preferably in writing. If no such written notice is practical because of time constraints, the President shall notify said member by telephone no less than four (4) days prior to the next scheduled monthly meeting.
  - d. Before suspension or expulsion, members shall be offered the right to express his/her objection to suspension or expulsion either orally or in writing at the next monthly meeting; if a member wishes to express his/her objection, he/she must notify the RCGA President at least two (2) days prior to the next scheduled monthly meeting.

- e. A majority vote by the Board of Directors may suspend for members up to six (6) months without approval by membership vote.
  - f. A two-thirds vote of the members presents at the scheduled meeting, as set forth in subsections (c) and (d), shall be necessary to expel a member from membership in RCGA.
- 2. Removal of Officers. Any officer may be removed from his/her office or position by a 2/3 majority recall vote following a Motion and a second to remove.
  - 3. Removal of Officers or Key Volunteers by Default. Any officer and/or key volunteer shall be removed by default if he/she remains nonresponsive to reasonable efforts to make contact for two (2) regular meeting cycles.

## V. STRUCTURE

- A. The RCGA shall be governed by a Board of Directors
  - 1. The Board of Directors shall consist of a minimum of five volunteer board members elected at large from the regular membership.
  - 2. The Executive Director shall be elected, by the general members, from the elected directors.
- B. The Board of Directors shall divide the duties of governing and organizing the RCGA as their abilities and qualifications allow including the positions of President, Vice President, Secretary, Treasurer, and Public Relations Director. All board members report to the President.
- C. The Board of Directors may delegate regular duties to interested members as their interests and abilities allow.
- D. The Executive Director of the Board of Directors may go before the membership for a vote on any issue or point of order at any regular scheduled meeting.
- E. Responsibilities of the Board of Directors shall include, but not be limited to:
  - 1. Meeting dates, locations, and times.
  - 2. Meeting agenda for monthly meetings.
  - 3. Provide for annual elections each October.
  - 4. Provide for a monthly newsletter.
  - 5. Establish philosophical direction of the RCGA, and ensure officer adherence to that direction.
  - 6. Provide networking with other LGBT-related organizations on local, regional and national levels. (I.e. PFLAG, Pride Omaha, ROC, ICON, IFGE, etc.)
  - 7. The appointment of all outside representatives.
  - 8. Handle collection of all dues, fees, and donations and pay all RCGA bills.

9. Report to the membership the financial condition of the RCGA on a monthly basis.
10. Provide outreach programs and all outreach efforts done for, or on behalf of the RCGA, shall have prior approval of the Board of Directors.
11. All continuing expenditures in excess of \$25.00 per month shall be voted on by the entire membership present at a regular monthly meeting.
12. The Board of Directors shall have the approval of the membership before approving special expenditures of \$50.01 or more.
13. The Board of Directors shall provide a list of guidelines for the newsletter. The membership as a whole shall approve the newsletter guidelines.
14. The Board of Directors shall provide a list of guidelines for outreach activities. The membership shall approve the outreach activities guidelines.

## VI. ELECTIONS

- A. Elections shall be held at the regularly scheduled meeting every October.
- B. Nominations for the Board of Directors shall be opened at the regular meeting in September. Members may nominate themselves or be nominated by others. Members not present at the September meeting shall be contacted before placing their names on the ballot. Members not present in September may nominate themselves by mailing a written request to the PO Box or the RCGA President before October 1.
- C. Elections of the Board of Directors shall be by written ballot. The Executive Director shall appoint two neutral counters to provide results of the election.
- D. Ballots shall call for marking five names. Ballots with less than five names shall be counted. Ballots with six or more names marked shall be void. In case of a tie for one or more positions a run-off, election shall be held immediately.
- E. Amendments and Repeals.
  1. The bylaws may be amended or repealed by a two-thirds vote of the members present at the next regular meeting oral notification by reading notice to the general membership at one meeting and after notification to all member-provided e-mail addresses and posting on the RCGA website for more than twenty-one (21) days prior to a vote.
  2. Amendments and repeals may be proposed by:
    - a. Majority vote of the Board of Directors
    - b. Petition by three or more members.

- F. The board shall make copies of the bylaws available to all members, once approved, and to all new members when they pay their first dues.
- G. Voting on all issues put before the membership shall be restricted to members in good standing. Dues must be paid for the current year to be in good standing.
  - 1. Voting privileges automatically extend to the spouses or significant others of all members in good standing.
- H. Quorum – Ten members, including at least two members of the Board of Directors shall be considered quorum and shall be necessary to vote on binding issues brought before the membership.

## **VII. EFFECTIVE DATE OF BYLAWS**

These bylaws shall become effective the first of the month following approval by two-thirds vote of the members present at a scheduled monthly meeting. These bylaws shall be e-mailed to all members at least two (2) weeks prior to voting and notification of bylaws being subject to membership voting approval shall be posted to the RCGA website at least two (2) weeks prior to voting and shall be mailed or e-mailed to any address as any member requests of the President. At least one (1) regular meeting must pass after presentation of the bylaws before a vote shall be held to approve the same.