

Proposed By-Laws Changes

Membership (changes to be made to both c3 and c4 by-laws)

Old Language	New Language	Rationale
<p>2.1 Membership</p> <p>Any individual or family household unit may apply for membership.</p>	<p>2.1 Membership</p> <p>Any individual may apply for membership.</p>	<p>Our database system doesn't accommodate "household membership" well. Makes for messy data and bad accounting of total number of members and the dollar amounts they have contributed. We can still offer a "household membership rate" and then divide the dues paid between each individual but that doesn't necessarily need to be in the by-laws.</p>
<p>2.2 Privileges of Membership</p> <p>2.21 Each individual member in good standing shall be entitled to one vote at all general meetings, to be elected to any office of Metro Justice Education Fund (<i>and Metro Justice Inc.</i>), and to serve on committees to which she or he may be appointed.</p> <p>2.22 If any member acts contrary to the purposes of Metro Justice Education Fund (<i>and Metro Justice Inc.</i>), or becomes ineligible for membership under paragraph 2 he or she may be suspended, but only after a hearing before a committee appointed by Council, at which such member shall have the opportunity to be heard. Suspensions shall be subject to the approval of the Council.</p>	<p>2.2 Privileges of Membership</p> <p>2.21 Each individual member in good standing shall be entitled to one vote at all general meetings, to be elected to any office of Metro Justice Education Fund (<i>and Metro Justice Inc.</i>), and to serve on committees to which they may be appointed.</p> <p>2.22 If any member acts contrary to the purposes of Metro Justice Education Fund (<i>and Metro Justice Inc.</i>), or becomes ineligible for membership under paragraph 2 they may be suspended, but only after a hearing before a committee appointed by Council, at which such member shall have the opportunity to be heard. Suspensions shall be subject to the approval of the Council.</p>	<p>Update to language to be more inclusive of non-binary and gender-nonconforming members.</p> <p>Update to language to be more inclusive of non-binary and gender-nonconforming members.</p>

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<p>2.3 Pledges</p> <p>2.31 Membership dues shall be payable each year for that calendar year on a monthly, quarterly, or annual basis.</p> <p>2.32 A member in good standing shall be one who has made a pledge payment within the last 12 months, and who has not been suspended. Individuals not financially able to make a pledge may apply for a scholarship. Scholarships may be approved by the Fundraising Committee and convey full voting rights 30 days after approval.</p>	<p>2.3 Pledges</p> <p>2.31 Membership dues shall be payable each year for that calendar year on a monthly or annual basis.</p> <p>2.32 A member in good standing shall be one who has made a cumulative, minimum, pledge payment <i>as set by Council</i>, within the last 12 months, and who has not been suspended. Individuals not financially able to make a pledge may appeal for a <i>discounted membership. Discounted membership may be approved by the Fundraising & Membership Director and convey full voting rights upon approval.</i></p>	<p>We don't currently have a system for keeping track of quarterly dues. Nationbuilder doesn't offer this as an option.</p> <p>In the Leadership Summit there seemed to be reasonable agreement that a minimum dues standard ought to be set to promote a sense of buy-in and ownership over the organization; so long as there is a clear and efficient method for low-income folks to become members with little or no hassle.</p>
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Proposed By-Laws Changes

Proposed By-Laws Updates Pertaining to Council Structure
(changes to be made to both c3 and c4 by-laws)

Old Language	New Language	Rationale
<p><u>501c3: 3.1 (The Council)</u></p> <p>The voting members of the Council shall consist of a representative of each Metro Justice Task Force, four to seven at-large members, the Executive Committee and the previous year’s President. All members of the Metro Justice Education Fund (<i>and Metro Justice Inc.</i>) Council must be members in good standing when they assume office.</p>	<p><u>501c3: 3.1 (The Council)</u></p> <p>The voting members of the Council shall consist of a representative of each Metro Justice Task Force, <i>two to five at-large members, a representative from each Metro Justice committee that meets the minimum criteria set by Council</i>, the Executive Committee and the previous year’s President.</p> <p><i>Committee representatives’ on or visiting Council will providing a committee report to Council and a Council report back to their committee.</i></p> <p>All members of the Metro Justice Education Fund (<i>and Metro Justice Inc.</i>) Council must be members in good standing when they assume office.</p>	<p>This change has been recommended based on feedback in the leadership summit that in order to be more responsive and representative, Council ought to have a better representation of its active committees.</p>
<p><u>501c3: 11 (Committees)</u></p> <p>The Nominating Committee, Personal Committee, Fundraising Committee, and Finance Committee are standing committees of the Council. Other committees and subcommittees shall be created and disbanded, whenever necessary, by the Council. Committee chairpersons shall be appointed by the President with the advice and approval of the Council.</p>	<p><u>501c3: 11 (Committees)</u></p> <p>The Nominating Committee, <i>Personnel</i> Committee, Fundraising Committee, and Finance Committee are standing committees of the Council. Other committees and subcommittees shall be created and disbanded, whenever necessary, by the Council. Committee chairpersons shall be <i>nominated by the Council President or by the committee with a vote of simple majority, and approved by the Council.</i></p>	<p>Type-o</p> <p>This is a better reflection of actual practice of the organization currently and improves the democratic structure of the organization.</p>
<p>None.</p>	<p><u>11.3 (Committees)</u></p> <p>A committee representative on Council shall act as a liaison between their committee and Council.</p>	<p>Leadership Summit, this language is proposed ased on feedback from the that different areas of the work are too siloed. This is an</p>

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		attempt to codify the relationship between committees, their liaison to Council, and Council itself.
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Nominations (changes to be made to both c3 and c4 by-laws)

Old Language	New Language	Rationale
<p>11.1 (Nominating Committee) The Nominating Committee shall consist of a member of the Executive Committee, who will serve as its chairperson, and members appointed by the Council. It shall concern itself with creating a slate of candidates for all offices and at-large seats that shall be approved by the Council and then voted on by the membership at the corporation's annual meeting, and it shall perform such other duties as may be assigned by the Council.</p>	<p>11.1 (Nominating Committee) The Nominating Committee shall consist of a member of the Council, who will serve as its chairperson, and members appointed by the Council. It shall concern itself with creating a slate of candidates for all offices and at-large seats that shall be approved by the Council and then voted on by the membership at the corporation's annual meeting, and it shall perform such other duties as may be assigned by the Council.</p>	<p>Limiting chairperson to Executive Committee is unnecessarily restrictive to officers who also have other duties. The ideal qualifications for the chair are knowledge of members and knowledge of the needs and responsibilities of Council.</p>
<p><u>12. Nominations</u> Except for the purposes of filling vacancies, candidates for offices and at-large council seats in the corporation shall be nominated in the following manner:</p> <p>12.1 The Nominating Committee shall submit to Council for its approval a slate of candidates for the offices and at-large council seats to be voted by the membership at the corporation's annual meeting.</p>	<p><u>12. Nominations</u> Except for the purposes of filling vacancies, candidates for offices and at-large council seats in the corporation shall be nominated in the following manner:</p> <p>12.1 The Nominating Committee shall meet at least quarterly and shall submit to Council for its approval a slate of candidates for the offices and at-large council seats to be voted by the membership at the corporation's annual meeting.</p>	<p>The committee should work to identify potential leaders in the organization and encourage members to take Council (and other leadership) positions. The express requirement of quarterly meetings reflects an intent that the committee should report regularly on this activity and encourage participation generally; not simply fill vacancies and create a slate.</p>