

IMAGE DE RAINIER CONSTITUTION

ARTICLE I:

Name of the Organization

This corporation shall be known as Image de Rainier, an organization concerned with education and employment for Hispanic Americans.

ARTICLE II:

Objectives

A. The objectives of this corporation shall be:

1. To seek a broad development and expansion of education and employment opportunities for Hispanic Americans.
2. To encourage and actively support the recruitment, hiring, training, promotion, and carrier advancement of Hispanic Americans in both public and private sectors.
3. To become actively involved in the achievement of parity in all aspects of education and employment for Hispanic Americans.
4. To counter social and ethic discrimination, overt or covert, wherever and whenever it is encountered against Hispanic Americans.
5. To determine the education and professional needs of Hispanic Americans for the purpose of enhancing their entrance to and advancement in employment and to encourage and provide whenever possible appropriate training opportunities.
6. To provide employers with specific and definite guidelines for recruitment, training, employment, and advancement of Hispanic Americans.

ARTICLE III:

Membership:

A. Members:

1. Any person striving for the betterment of Hispanic Americans.
2. Any person who is sympathetic to the Hispanic cause and who believes in and supports the objectives of the corporation.
3. Membership in good standing shall be based on the following:
 - a. Official recognition through a membership card as a dues paying member.
 - b. Belief in, and support of, the objectives of Image de Rainier as implicit pledge in the acceptance of the membership card and signature on the membership information form required by Image de Rainier for communication purpose.
4. All members in good standing shall have the right to participate in debate and vote on any matter brought before the meetings of this corporation.
5. All members in good standing shall have an equal right to any elective office in the corporation and appointments to committees.
6. Membership in this corporation terminates voluntary under the following conditions:
 - a. Failure to pay dues.
 - b. Voluntarily withdrawing membership by written notice to the Secretary of the corporation.

IMAGE DE RAINIER CONSTITUTION

7. Honorary Members: Any person who has rendered valuable service to this corporation, and therefore to the Hispanic community, may be voted into honorary membership by a simple majority of the membership at a regularly schedule membership meeting. Such membership excludes debate and privileges.
8. To expand the concept and objectives of Image de Rainier to communities throughout the state. To provide maximum impact of the benefits derived from the pursuit of the objectives stated herein.
9. At no time, and under no circumstances shall any membership be transferable to another person.

ARTICLE IV:

Officers:

The Executive Board shall consist of a President, Vice President, Secretary, Treasurer and Parliamentarian.

A. Duties of the President:

1. The President shall exercise supervision over all affairs of the corporation and shall be its official spokesperson in all matters pertaining to the organization otherwise determined by the Executive Board by a two thirds vote,
2. The President or in his/her absence the Vice President shall chair all general meetings and all meetings of the Executive Board.
3. The President shall appoint all officers, committees, and committee members not otherwise provided for, subject to concurrence by the Executive Board and may call on any member for assistance in the implementation of duties assigned by himself/herself, the Executive Board or the general membership.
4. The President shall approve and countersign all checks drawn by the Treasurer for the appropriation of moneys, shall sign all official documents subject to approval of the Executive Board, and shall initiate and pursue any communications with members and outside individuals and agencies as may be necessary for the benefit of the organization.
5. The President shall be an ex-officio member of all committees.

B. Duties of the Vice President:

1. The Vice President shall, when called upon, assist the President by counsel or otherwise, in the absence, disability or resignation of the President function as the Chief Executive Officer until the next annual election. This officer shall assist the President in the coordination of the standing committee activities as determined by the President and will be responsible for adequate standing committee reports from committee chairs for Executive Board Agendas.

C. Duties of the Secretary:

1. The Secretary shall cause the proceedings of all sessions to be recorded, and shall produce such records upon the request of any member in good standing.
2. The Secretary shall prepare all necessary reports as required by the President and Executive Board.
3. The Secretary shall transfer to his/her successor, within thirty days, all papers, books, and other property of the corporation.
4. The Secretary shall be in charge of the answering of correspondence as required and directed by the President.
5. The Secretary shall be delegated other tasks related to correspondence by the President and Executive Board.

D. Duties of the Treasurer:

IMAGE DE RAINIER CONSTITUTION

1. The Treasurer shall be the Chief Financial Officer of the corporation, and shall receive and collect all moneys due the corporation. Money shall be paid out only on approval of the President and Executive Board.
2. The treasurer shall prepare for the Executive Board a quarterly financial statement and an annual financial statement for the annual general membership meeting.
3. The Treasurer shall keep a record of members whose dues are delinquent, and report such delinquencies to the Executive Board.
4. The Treasurer will be responsible for prompt payment of all legal debts by the corporation.
5. The Treasurer 's book(s) shall at all times be kept in a neat and efficient manner, and at all times available for examination by any member in good standing, or for official audits.
6. All books, receipts, materials, and supplies used by the Treasurer in the normal course of business shall be the property of the corporation.
7. The Treasurer shall serve as the Chair in the absence of the President and Vice President, and shall perform such other duties as may be determined by the Executive Board.
8. The Treasurer shall at the close of every year present all books, records and accounts to be audited by a member appointed by the President.

E. Duties of the Parliamentarian:

1. The Parliamentarian shall serve as Sergeant at Arms at all meetings. The parliamentarian shall serve as Chair of the Scholarship committee. Perform other duties as may be determined by the President or the Executive Board.

F. Duties of the Executive Board:

1. The Executive Board shall meet at the discretion of the President or the request of any three Executive Board members.
2. The Executive Board shall interpret and enforce the Constitution, make rules not in conflict with these By Laws, and report such rules to the general membership for approval or rejection.
3. The Executive Board shall be in charge of determining the time and place of general membership meetings.
4. Three Members; of the Executive Board shall constitute a quorum for the transaction of business at any meeting.
5. The Executive Board may, at any, of its regular meetings, by two thirds of the Board present, initiate charges against any member of the Executive Board who has failed to perform the duties of his/her office, and present such charges to the general membership for their consideration. A two thirds vote of the general membership present at a specific meeting will constitute grounds for dismissal.
6. The Executive Board shall have the right to conduct business and to reach decisions on behalf of the total membership subject to formal approval by the members at the next official scheduled meeting.

ARTICLE V:

Elections:

- A. Elections of officers on the Executive Board shall be held every year on an alternating basis. The President and Secretary on one year and Vice President, Treasurer and Parliamentarian the next.
- B. The term of office for all officers shall be two years. In the event the President cannot complete his/her term of office, the Vice President shall complete the unexpired term by authorization of the Executive Board.
- C. Membership voting privileges may be exercised upon presenting of a membership card. The President shall select an election committee to conduct the election. Proxy votes will not be allowed.

IMAGE DE RAINIER CONSTITUTION

- D. The Election Committee shall report the results of the election at the conclusion of the election. The outgoing and the newly elected Executive Board members shall attend the next Executive Board meeting to effect transition, but the outgoing members shall not be permitted to vote in this transitional meeting of the Executive Board. In the event of a vacancy it shall be filled by the President appointment and such appointment confirmed by a simple majority of the Executive Board.
- E. The Nominating Committee shall recommend for the annual elections at least two candidates for each office, after securing in writing or verbally their willingness to serve in the respective capacity, then submit the slate to the Executive Board for review.
- F. The Executive Board shall not have veto power on the candidates recommended by the Nominating Committee before submission to the general membership, but shall be responsible for a review of the good standing status of all candidates, and confirm that all other provisions of the By Laws pertaining to the election have been met.
- G. Nominations may be met from the floor at the election meeting. Nominations may not be made for persons not in good standing or not present at the election meeting.
- H. Voting shall take place by secret ballot, and each member in good standing and present at the meeting is entitled to one vote. The candidates receiving the highest number of votes shall be declared elected to the respective offices at the first scheduled Executive Board meeting following the general session. In case of a tie, as many ballots as necessary will be taken until a selection is made.

ARTICLE VI:

Committees:

A. Every effort shall be made by the President to select Standing Committee Chairs from the members of the Executive Board to enhance reporting coordination, an implementation of activity. The Chair of each Standing Committee who are not members of the Executive Board, shall be allowed and expected to attend meetings of the Executive Board, and may participate in the deliberations except that as non elected participants they may not be allowed to move, second, or vote on any issue before the Board.

1. Membership Committee: The purpose of this committee shall be that of promoting new membership and dealing with all matters concerning membership.
2. Publicity and Public Relations Committee: The purpose of this committee shall be to further the cause of this organization through the accepted communications media. All major public statements or announcements of the corporation must be cleared and approved first by the Chair of this committee and finally by the President of the corporation as the official spokesperson of the organization.
3. Human Resources Committee: The purpose of this committee is to identify, publicize and coordinate any incoming job information from potential employers and the requests for job information of individuals seeking employment or advancement.
4. Scholarship Committee: The purpose of this committee is to promote educational opportunities for Hispanic Americans youth in the state of Washington. This committee shall make recommendations to the Executive Board of selected candidates to receive scholarship awards.
5. Other Committees as Needed:

ARTICLE VII:

Amendments:

- A. The Constitution portion of this document may be amended by a two thirds majority of the voting members at the annual general meeting.
- B. Proposed changes shall be made available in writing to the membership at least thirty days prior to the annual general membership meeting.

IMAGE DE RAINIER CONSTITUTION

- C. The Executive Board may recommend adoption or deletion of By Laws as necessary to carry out the purposes and functions of the corporation, and present them for ratification by the members at the annual membership meeting.

ARTICLE VIII:

Meetings and Dues:

A. Meetings:

1. General Meetings: The general membership of this corporation shall meet two times a year. The President shall select and the Executive Board approve the time and location for the meeting.
2. A quorum for the conduct of business shall be based on a simple majority of the attendance at the meeting.
3. Executive Board Meetings:
4. The Executive Board shall meet once a quarter. The President shall determine meeting time and location.

B. Dues:

1. Dues shall be \$10.00 a year per member.
2. Membership dues shall be good for a full calendar year.

ARTICLE IX:

PARLIAMENTARIAN AUTHORITY:

- A. The meetings of this organization shall be conducted in accordance with ROBERT RULES OF ORDER. REVISED, but every effort shall be made by the President, both at general membership meetings and Executive Board meeting to minimize the exercise of parliamentary formality where such formality impedes the progress of meetings.
- B. It shall be the policy of this corporation to operate on a general consensus basis whenever it appears obvious to the President such consensus prevails.
- C. On serious issues or disputes, full and complete parliamentary procedure shall prevail as directed and interpreted by the Chair and Parliamentarian. On issues of serious dispute the Chair shall honor the request of any member who calls for a raising of the membership card on the vote in question.
- D. The Chair shall call upon the Parliamentarian to confirm the existence of a quorum for the business of the corporation, or, in the absence of the Parliamentarian, call upon any other member of the Executive Board to perform this task.
- E. A quorum for corporate business shall include three of the five members of the Executive Board.

ARTICLE X:

Dissolution:

A. In case this organization must dissolve, the funds available will be used as follow:

1. First we will pay any outstanding debt.
2. The remaining of the funds will be donated to a charitable organization selected by the Executive Board.

ARTICLE XI:

This constitution and By Laws shall be considered adopted when ratified by a simple majority of the membership present at a general membership meeting.

Amendments