
BYLAWS OF ETC

6/20/2012

This is the final Internal Bylaws of the Ethiopian Tigray Community

THE INTERNAL BYLAWS OF ETHIOPIAN TIGRAY COMMUNITY

Section 1 Name: this organization shall be named as the Ethiopian Tigray Community (ETC).

Siction 1.1 Objectives:

This document shall govern the community's board and its members.

ETC is organized exclusively for promoting social change through encouragement, communications, and community education so as to create a well-informed community in MN. Furthermore, the community shall help unite its members and create a strong vibrant community.

The community shall

- ✓ Provide services to kids of the community members with no distinction to prepare every student to succeed in a diverse and interdependent world.
- ✓ Become a source of information for members for academic and professional development.
- ✓ Establish links with different non-for-Profit communities to exchange information on topics relevant to their community.
- ✓ Initiate, develop and implement developmental, educational and cultural activities with other community organizations to help kids and parents gain cross cultural understanding.

Section 2. Limitations on Activities

No substantial part of the activities of this community shall be the carrying

on of propaganda, or otherwise attempting to influence any legislation and ETC shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office here in the United States or in Ethiopia.

Section 3: - Prohibitions Against Private use

No part of the earnings of the community shall be spent to the benefit of, or be distributed to its members, trustees, directors, officers or other private persons, except that the community shall be authorized and empowered to pay reasonable compensation for services rendered.

Section 4. Membership:

ETC membership shall be open to everybody who accepted and committed to abide by these bylaws, without regard to country of origin, age, gender, ethnicity, religion or political persuasion.

Section 4.1. Membership Fees:

- ✓ There is a onetime registration fee of \$100 for a single and \$150 for a married couple to be a member of the community.
- ✓ ETC members shall pay a monthly fee of \$10 for single individuals and \$15 for couples.
- ✓ Membership fees are paid by personal checks, money orders, electronic transfer, or Cash to the Treasurer of the community.
- ✓ If a member does not pay for six consecutive months, he/she will be deemed disqualified for the benefits provided by ETC.

Section 5. Rights and Responsibilities of Members:

A member has the right to:

- ✓ Run for office and vote for a candidate of his/ her choice
- ✓ Vote on issues that require a majority decisions.
- ✓ To know every information of the community.
- ✓ To address or to vote for a certain issue without being present in the meeting by sending a statement that includes name, signature, address, and phone number to the general assembly.
- ✓ More importantly use the services provided by the community.

Section 5.1 Registered Member benefits

Each Active member shall contribute \$100 if single or \$150 for couples and the total amount should be paid to the mourning immediate family member i.e. Husband, wife, mother, father, and kids. This fund is only paid per accident, whenever a death of an immediate family of a member occurs.

Section 5.2: GRANT TO STUDENTS/CLUBS/MEMBERS

The Board of Directors shall review all requests for funds from members. The Board shall require that such requests specify the use to which the funds will be put, and if the Board approves the request, it shall authorize payment of such funds to the approved grantee.

Section 6. Obligation:

A member has the obligation to:

- ✓ Accept and abides by the rules and regulations as stated in the articles this bylaw.
- ✓ Pay his / her Monthly or annually membership dues on time.

- ✓ Not to use the ETC Community for political agendas.
- ✓ To discuss issues in a civilized manner and not to insult or attack a member for having different opinion.

Section 7. BOARD MEMBERS:

- ✓ ETC shall be governed by eight board members. The board should consist of a President, Vice President, Secretary, Treasurer, Auditor and two Public Relations.
- ✓ The board members shall be elected by the general membership for a period of two years. A board member can be elected for indefinite terms with the exception of a chairperson. A chairperson cannot be elected more than two consecutive terms. However, he can be re-elected after stepping down one term.
- ✓ The Board shall, among other things monitor and guide discussions and ensure rules and guidelines are properly followed.
- ✓ Take disciplinary actions in accordance to rules of these bylaws.
- ✓ Assign projects to groups and individuals and ensure they are executed correctly.
- ✓ Perform tasks as assigned by the general membership.
- ✓ All decisions of the board shall be based on majority vote and must be supported by at least five of the nine members.
- ✓ A Board member should treat other Board members with courtesy and allow other members of the Board to express their views
- ✓ A Board member should never undermine, sabotage or falsely impugn another Board member
- ✓ A Board member may not disclose any matters addressed in executive session to anyone not entitled to participate therein.

- ✓ A Board member may not, in disclosing anything about the Board’s deliberations, discuss or disclose the votes of the Board or of individual Board members (including his/her own) unless the Board has made these votes public, or negatively characterize the positions of the Board or the points of view taken by any members of the Board.

ETC Board members for 2011 - 2013 are listed below:

President	Abdu Tuku
Vice President	Goitom Abay
Secretary	Assefa Abay
Treasurer	Cherkos Dessalegn
Cashier	Hareg Nir’e
Auditor	Shiferaw Wendimu
Public Relation	Tadesse Hailu
Public Relation	Awetash Beyene

Members of the board shall, in addition to the collective responsibility stipulated above, have the following individual responsibilities.

Section 7.1. President:

- ✓ Plays a leading role in the committee and in ETC
- ✓ Monitors the day-to-day activities of the board and ETC.
- ✓ Acts as the official representative of ETC when such representation is required and approved by either the board or the general membership.

Section 7.2. Vice President:

- ✓ Acts as a Chairperson and perform the duties and the responsibilities of the President in the absence of the President.

Section 7.3. Secretary:

- ✓ Specify duties; often includes both recording – e.g., minutes – and other communications – e.g., notices of meetings, official communications
- ✓ Acts as custodian of ETC documents.
- ✓ Keeps record of ETC decisions and resolutions

Section 7.4. Treasurer:

- ✓ Handles and acts as a custodian ETC Funds.
- ✓ Keeps records of the income and expenditure of ETC.
- ✓ The treasurers shall submit quarterly financial reports to the board.
- ✓ The Treasurer may directly manage funds; be specific role The Treasurer shall be responsible for financial management , including keeping all appropriate fiscal records and ensuring that appropriate fiscal records and funds spent are recorded and monitored

Section 7.5. Auditor:

- ✓ Perform quarterly audit of materials and financial of ETC.
- ✓ Report to the board quarterly and to the general members annually.
- ✓ In any event, if the general assembly finds it necessary to have independent auditors, the assembly can elect external independent auditors.

Section 7.6. Public Relations:

- ✓ They maintain the relationship of ETC with other similar communities.
- ✓ They promote the mission of ETC and advocate positive outlook.
- ✓ Take additional responsibilities assigned by the committee.

Section 8. BANK ACCOUNT:

A bank account should be open in the name of ETC. The Treasurer shall be the custodian of the bank account which is currently at Wells Fargo Financial. The Chairperson and the Treasurer must sign all expenditures, made by the Cashier, in excess of \$500.00 dollars. It must also have a prior approval of the board members of ETC and shall be paid in check or Money Order. Such expenditure paid in cash must be supported by formal receipt.

Section 9. Disciplinary Measures:

A Disciplinary Action shall be taken by the board against members found in violation of the bylaws of ETC. The disciplinary action includes Advice, Warning, Suspension, and Termination of membership.

As board members we should adhere from discussing sensitive topics.

Section 10. Amendment of Bylaws:

These bylaws may be amended by a vote of at least a two third majority of all active members . The board members do have the authority to amend sections of this bylaw without calling a public meeting whenever necessary.

Section 11. Liability

Neither the Executive Committee members, its successors or assigns, or General Members shall be personally liable for the debts, liabilities, or other obligations (absent of fraud) of the community.

Section 12. Indemnification

The Executive Committee, General Members, or agents of the Community shall be indemnified by the Community to the fullest extent permissible under laws of this state. Any justifiable expenses incurred in defense of any civil, administrative, or investigative proceedings brought to procure a judgment against leaders or members who act as an agent of the Community shall be paid in full by the community. However, when such a person has been deemed by a hearing officer or court to have been guilty of willful malfeasance, misfeasance, or nonfeasance in the performance of his/her duties or obligations to the community, such person will not be indemnified.

Section 13. Election and Term of Directors

Election of Board members shall occur at each annual meeting of the Board of Directors. The terms of directors shall be staggered. Initial Board members shall serve staggered terms of two years. Each director shall hold office until the annual meeting when his/her term expires and until his/her successor has been elected and qualified.

Section 13.1 Qualifications.

A majority of Directors must be an Active member of the community for at least 6 months prior his/her election.

Section 13.2 Vacancies

Vacancies shall be filled by majority vote of the remaining members of the Board of Directors for the unexpired term. An official elected to fill a vacancy

shall be elected for the unexpired term of his/her predecessor in office and shall serve until his/her successor is elected and qualified.

Section 14 Removal of a Board Member

A member may be removed by a majority vote of the Board of member, at any regularly scheduled or special meeting of the Board of members, whenever in its judgment the best interests of the community would be served thereby.

Section 15 Absence

Each Board member is expected to communicate with the President or/and Secretary in advance of all Board meetings stating whether or not s/he is able to attend or participate.

If any Board member who is absent from three successive Board meetings or fails to participate without a legitimate excuse/reason for a full year shall be deemed to have resigned due to non-participation.

Section 16 Adoption:

This bylaw was created and adopted by the majority members of the general assembly of ETC on 06/20/12 in Saint Paul, MN,55104.

Document History		
Name	Date	Comments
Assefa L Abay	06/11/2012	Document created.
Cherkos Dessalegn	06/12/2012	Reviewed & Added a few more sections to the bylaw.
Abdu Tuku, Goitom Abay, Assefa Abay,Cherkos Dessalegn, Shiferaw Wendimu, Hareg Nir'e Awetash Beyene, Tadesse Hailu	06/20/2012	Board Approved the final draft and made changes.
Dr. Teame Embaye, Tsfay Tedla, Semere	06/24/2012	Reviewed document
Members Meeting	06/30/2012	Bylaw adopted