

BYLAWS
Of
GLBT in Recovery

(As Amended – 2006)

Article I – Name and Purpose

Section 1: The name of the organization shall be “GLBT in Recovery”.

Section 2: GLBT in Recovery is comprised of members of the GLBT recovery community and friends who have joined together to provide awareness and education about recovery in the GLBT community and sponsor clean and sober social events.

Awareness and education about recovery in the GLBT community has been accomplished through:

- Sponsoring the GLBT Hospitality Room at the Gopher State Roundup;
- Publishing a list of GLBT Recovery Meetings in Minnesota;
- Maintaining a web site; and
- Providing visibility at the Pride Festival

Social events that have been sponsored by GLBT in Recovery include:

- MinneSober: A weekend Roundup of speakers, seminars, and workshops related to GLBT recovery; and
- Clean and sober events, including a Halloween and New Year’s Eve Dance and annual dinner which raise funds to support our awareness and educational efforts.

Article II – Membership

Section 1: The only requirement for membership in GLBT in Recovery is the desire to be sober and clean or in active recovery.

Section 2: Membership is an informal process: Those who state they are members of GLBT in Recovery are members, and may terminate membership at any time.

Section 3: There are no dues or fees for membership.

Section 4: The annual meeting shall be held in the spring of each year. Because of the informal nature of membership, those present will constitute a quorum for the transaction of business at the annual meeting.

Article III – Executive Committee Composition

- Section 1: The Executive Committee of GLBT in Recovery shall consist of:
- One Chairperson
 - One Co-Chairperson
 - One Treasurer
 - Two At-Large members
- Section 2: The Executive Committee is the policy-making body and may exercise all the powers and authority granted to GLBT in Recovery by law.
- Section 3: The term of each position of the Executive Committee will be two years. The Chairperson and Co-Chairperson will be elected in alternating years. The At-Large committee members will be elected in alternating years.
- Section 4: The members of the Executive Committee will be elected at the annual meeting. No person may serve on the Executive Committee or longer than one term in any single position, and no longer than two consecutive terms in any two positions.
- Section 5: Executive Committee members other than the treasurer must be members of GLBT in Recovery and have a minimum of one year clean and sober or active recovery time. The treasurer must be a member of GLBT in Recovery and have a minimum of two years clean and sober or active recovery time.
- Section 6: Executive Committee members may resign at any time, and a replacement will be elected by vote at a special membership meeting, unless the resignation occurs within the two months prior to the annual meeting. In such case, the position will remain vacant until elections occur at the annual meeting.
- Section 7: An Executive Committee member may be removed with or without cause by a unanimous vote of the remaining Executive Committee members.
- Section 8: The Executive Committee is scheduled to meet monthly.
- Section 9: Special meetings of the Executive Committee may be called as needed.
- Section 10: A quorum shall consist of 3 Executive Committee members for the purposes of conducting the business of GLBT in Recovery.
- Section 11: Executive Committee members shall serve without compensation with the exception that expenses incurred in the furtherance of GLBT in Recovery business can be reimbursed with documentation and prior approval of the Executive Committee.

Article IV – Executive Committee Duties and Responsibilities

- Section 1: The Chairperson shall preside at each meeting of the Executive Committee. A Chair shall call for special meetings of the Executive Committee as needed. A Chair shall call for special meetings of the Executive Committee as needed. A Chair should attend or arrange for the attendance of at least one other Executive Committee member at all sub-committee meetings.
- Section 2: The Co-Chairperson shall preside at the Executive Committee meeting in the event of the Chairperson’s absence.
- Section 3: The treasurer shall assist in the preparation of the budget, maintain the organization’s account, assist with fundraising efforts, pay for authorized expenditures, and make financial information available to Executive Committee members and the public.
- Section 4: At-Large committee members shall participate in policy-making, vote at meetings, and assist the Chair and Co-Chair as needed.

Article V – Committees

- Section 1: Executive Committee members shall approve Chairpersons for committees who will execute the duties necessary to accomplish the social and fundraising efforts of GLBT in Recovery.
- Section 2: Chairpersons of committees are responsible for scheduling meetings, approving additional sub-committee. Chairs are responsible for accomplishing the specific goals of the committee, and oversight of the effort assigned.
- Section 3: Chairpersons of committees shall be accountable only to the Executive Committee.
- Section 4: The duration of the term of Chairpersons for committees shall be established by the Executive Committee.
- Section 5: Committee Chairpersons and all members of additional sub-committees approved by the committee chairperson shall serve without compensation with the exception that expenses incurred in the furtherance of GLBT in Recovery business can be reimbursed with documentation and prior approval.

Article VI – Removal of Committee Members or Executive Committee Members

Section 1: Action Required/Causes for Removal

The Executive Committee shall depose any member of the Executive Committee from office by a unanimous vote of the remaining members, or a Committee member by a majority vote of the Executive Committee. Causes for removal include, but are not limited to:

- Found for misconduct in the performance of duties of office on the committee.
- Found for conduct detrimental to the interests of GLBT in Recovery.
- Neglect of duties and responsibilities of his/her position on the Executive Committee and/or committees, and to GLBT in Recovery.
- Failure to maintain the minimum requirements for election.

Section 2: Notice of Removal

The Executive Committee shall give notice of removal stating the grounds for removal to the member in question at least fifteen (15) days prior to the Executive Committee's consideration of action to remove. All efforts will be made to contact the member in question by postal mail or phone notification; however, should these not be successful, notice will be publicly posted on the GLBT in Recovery web site.

Section 3: Due Process

The Executive Committee shall present opportunity for due process by a deposed member, in accordance with these bylaws. The deposed member shall have the right to challenge the validity of his/her removal in the manner set forth within in these bylaws.

Section 4: Validity of Removal

The Executive Committee shall consider a member removed conclusively should the action remain undisputed by the member for a period of thirty (30) days; or the final findings from arbitration affirmatively find for the committee.

Section 5: Report

The Executive Committee shall report the circumstances of the removal of a member to the mailing list of GLBT in Recovery within thirty (30) days following any due process.

Section 6: Interim Appointment

Upon receipt of notice of arbitration from a Removed member, the Executive Committee shall have the discretion to elect an interim member.

- Should the final findings of arbitration affirmatively find for the Executive Committee, the interim member shall serve for the remainder of the term of the position.
- Should the final findings of arbitration affirmatively find for the deposed member, the Executive Committee shall reinstate the member.

Article VII – Finances

- Section 1: Expenses shall be met by fundraising events throughout the year.
- Section 2: None of the income shall inure to any member of GLBT in Recovery or other individual(s).

Article VIII – Due Process and Resolution

Section 1: A member may challenge an action of GLBT in Recovery, and GLBT in Recovery shall present opportunity for due process through binding arbitration.

Section 2: Arbitration Procedure

An aggrieved member shall submit written notice, which states the intent to seek redress, basis of the matter and germane facts, to the Chair or Co-Chair of the Executive Committee before ninety (90) days of the action that is being contested except in the case of removing an Executive Committee member. In the latter case, the aggrieved party must submit a request for arbitration within fifteen (15) days of receipt of the Notice to Remove.

Section 3: Arbitration Panel

The Executive Committee shall establish an Arbitration Panel of four (4) members within sixty (60) days of receipt of the written notice.

- I. The panel shall be composed of one member designated by and representing each of the following:
 - Two members of recovery organizations selected by the Executive Committee, but not on the Executive Committee;
 - The aggrieved member;
 - Another member of a recovery organization to be mutually agreed upon by the Executive Committee and the aggrieved member.
- II. Should the Executive Committee and the aggrieved member fail to designate a mutually selected arbitrator, the Co-Chair of the Executive Committee shall become the final arbitrator.

Section 4: Hearing

The Arbitration Panel shall hold the hearing within thirty (30) days of the panel's formation, and fully investigate all issues pertaining to the matter of dispute.

Section 5: Findings

The findings of the majority of the arbitrators shall be deemed final. The Chair of the Executive Committee shall break any ties.

- The Arbitration Panel shall file its final findings with the Chair of the Executive Committee within thirty (30) days of the hearing.
- The Chair of the Executive Committee will post the finding within thirty (30) days of the Arbitration Panel's filing.

Article IX - Dormancy and Dissolution

Section 1: Dormancy of GLBT in Recovery will occur under any of the following circumstances:

- The Executive Committee fails to establish a quorum for four consecutive months.
- The Executive Committee fails to meet for four consecutive months.

Section 2: Re-Activation can occur under the following processes:

- The Executive Committee meets and a quorum exists.
- Any remaining member of the Executive Committee calls a special meeting to elect sufficient Executive Committee members to establish a quorum.
- In the event that no Executive Committee members remain, the members of GLBT in Recovery hold a special meeting and elect sufficient Executive Committee members to establish a quorum.

Section 3: Dormancy may last for no longer than 2 years following the last meeting at which a quorum existed.

Section 4: Activities that continue through dormancy:

- Web hosting fee must be paid.
- The room at the Gopher State Round-Up must be reserved and paid for.

Section 5: Activities that are not continued within dormancy:

- Sponsorship and funding of visibility at the Pride Festival.
- Sponsorship and funding of Minnesober.
- Sponsorship and funding of clean and sober events, including the Halloween and New Year's Eve Dances.

Section 6: Dissolution will occur at the end of the dormancy period.

Section 7: Dissolution Procedures

- Assets – Remaining Executive Committee members shall disburse all assets to established and agreed upon 501(c)3 organizations and these funds shall no longer be available to GLBT in Recovery. In the event that no Executive Committee members remain, the membership of GLBT in Recovery shall disburse all assets to 501(c)3 organizations agreed upon by two-thirds (2/3) majority.
- Records – A copy of all available and pertinent records shall be sent to the following organizations:
 - I.A.C.
 - Jean-Nicolaus Tretter Archives at the University of Minnesota.

Article X – Amendments

Section 1: These Bylaws may be amended when necessary by a two-thirds (2/3) majority of the membership at the annual meeting.