

**UNITY COALITION OF THE POCONOS
BY-LAWS**

Article I – Purpose and Goals

- Section 1:** Because we believe in the inherent worth and dignity of every individual, the innate equality of all people and the right of each person to live free of harassment or discrimination, we take a stand for the establishment of a community in which harmony and justice thrive. We seek to achieve such a community by promoting respect for difference and by repudiating words and acts of hatred, intimidation and violence perpetrated by individuals or groups against others.
- Section 2:** The goals of the Coalition shall be
- to examine our attitudes, words and actions to ensure they reflect our stated commitment to respect each individual
 - to speak out against both subtle and blatant words of hatred, intimidation or violence
 - to respond positively and promptly to acts of hatred, intimidation or violence perpetrated by individuals or groups against others
 - to do what we can to promote understanding and unity among all peoples

Article II – Membership

- Section 1:** A Supporting Member shall be any person who subscribes to the purpose and goals of the Unity Coalition of the Poconos and indicates such by signing the Unity Pledge or Agreement.
- Section 2:** A Voting Member shall be a Supporting Member who has attended at least three monthly meetings within the past twelve months.

Article III – Meetings

Meetings shall be held at least nine times per year.

Article IV – Board of Directors

- Section 1:** The role of the Board of Directors shall be to coordinate those activities which are consonant with the purpose and goals of the Coalition.
- Section 2:** The Board of Directors shall consist of four elected officers, three appointed chairpersons of the Standing Committees and two members elected at large.
- Section 3:** The Executive Committee shall meet at least once a month.

Article V – Officers

- Section 1:** The Unity Coalition shall have four elected officers: Chairperson, Vice Chairperson, Secretary and Treasurer.
- Section 2:** The duties of the Chairperson shall be to facilitate the monthly meetings, to chair Executive Committee meetings and to appoint the chairpersons of the standing and ad hoc committees, with the exception of the Nominating Committee.
- Section 3:** The duties of the Vice Chairperson shall be to facilitate the monthly meetings and to chair Executive Committee meetings in the absence of the Chairperson.
- Section 4:** The duties of the Secretary shall be to take minutes, to oversee attendance and to chair the Newsletter Subcommittee which shall prepare a monthly newsletter to be sent to the membership.
- Section 5:** The duties of the Treasurer shall be to keep accurate records of all monies contributed and disbursed.
- Section 6:** The term of office shall be one year.

Article VI – Standing and Ad Hoc Committees

- Section 1:** The following standing committees shall exist: Strategic Response, Education, Outreach.
- Section 2:** The duties of the Strategic Response Committee shall be to determine appropriate responses to hate crime activity, to establish a process by which the responses may be carried out and to set that process in motion at the direction of the Executive Committee.
- Section 3:** The duties of the Education Committee shall be three fold: to educate the general membership, to develop a means of certifying Coalition members to serve on a Speakers Bureau, members of which will constitute the only official spokespersons of the Coalition, and to plan and implement educational programs for the community which are consonant with the mission and goals of the Unity Coalition. Subcommittees may be formed to carry out these duties.
- Section 4:** The duties of the Outreach Committee shall be to publicize the activities of the Unity Coalition. The Outreach Committee shall have one subcommittee, the Newsletter Subcommittee which shall be chaired by the Secretary. The duties of the Newsletter Subcommittee shall be to prepare and distribute the newsletter.
- Section 5:** Ad Hoc committees shall be formed as necessary.

Article VII – Elections

- Section 1:** An ad hoc Nominating Committee shall be elected by majority vote of the Voting Members at the regularly scheduled meeting in April and shall present a slate of officers at the May meeting.

Section 2: Elections shall be held at the regularly scheduled June meeting and shall be announced in the preceding May's newsletter.

Section 3: Officers shall be elected by a simple majority of the Voting Members present.

Section 4: Elections to fill a vacancy in office shall be held the month following that in which the vacancy becomes known. Announcement of the upcoming election shall appear in the newsletter published immediately following the meeting at which the vacancy became known.

Article VIII – Recall

Section 1: Any member of the Board of Directors may be recalled by a two thirds vote of the Voting Members attending the regularly scheduled meeting following that at which the recall motion was proposed.

Section 2: Announcement of the upcoming recall election shall appear in the newsletter published immediately following the meeting at which it was proposed.

Article IX – Amendments

Section 1: These By-Laws may be amended by a two thirds vote of the Voting Membership attending the regularly scheduled meeting following that at which amendments were proposed.

Section 2: Proposed amendments shall be announced in the newsletter published immediately following the meeting in which they were proposed.