

## **Section: National Accountability and Participation Standards**

All Esther Funds Foundation (EFF) chapters shall adhere to the National Accountability and Participation Standards established by Esther Funds Foundation Nationals. These standards are mandatory and are effective immediately for all chapters beginning Spring 2026 and beyond.

### **Membership Participation and Active Status**

All members of the chapter are required to earn a minimum of fifteen (15) participation points per semester to maintain active membership status. Participation points shall be awarded as follows: three (3) points for fundraising participation, two (2) points for internal chapter events including General Body Meetings, two (2) points for external events including workshops and collaborations, two (2) points for community service activities, and one (1) point for bonding or fellowship events. Points are cumulative throughout the semester and must be documented through official event sign-in sheets. All events must require member sign-in on the day of the event. Failure to notify the Parliamentarian or designated executive board member of an absence within twenty-four (24) hours before or after an event may result in a one-half (½) point deduction. Members who do not meet the fifteen (15) point requirement by the end of the semester shall be classified as INACTIVE with the chapter. Inactive status may impact leadership eligibility, voting privileges, recognition, and continued participation as determined by chapter and national policy. The Membership Chair shall be responsible for tracking participation points and maintaining accurate records. The Parliamentarian shall oversee documentation and compliance with this system.

### **Executive Board Accountability and Strike System**

All Executive Board members are subject to the EFF National Executive Board Strike System, which is enforced on a per-semester basis. Executive Board positions are leadership commitments requiring consistent attendance, engagement, and fulfillment of responsibilities. Each Executive Board member is permitted one (1) excused absence per semester for a mandatory meeting or event, provided the absence is communicated in advance and approved. Mandatory meetings and events must be scheduled and communicated in advance. Meetings or events scheduled the same day shall not result in a strike. Executive Board members are permitted a maximum of three (3) strikes per semester. Three (3) strikes shall result in immediate removal from the Executive Board without exception.

### **Issuance of Strikes**

A strike may be issued for failure to attend a mandatory Executive Board meeting scheduled in advance, failure to attend a mandatory chapter event scheduled in advance,

failure to fulfill assigned Executive Board responsibilities, failure to meet deadlines associated with one's role, or repeated lack of responsiveness or engagement. Failure to complete assigned responsibilities shall be considered non-participation. The Parliamentarian is authorized to document and issue strikes. The Chapter President may recommend a strike to the Parliamentarian. The Chapter Advisor, if applicable, shall be notified of all probationary actions and removals. Esther Funds Foundation Nationals reserves the right to review, uphold, or enforce strike decisions at any time.

### **Strike Progression and Removal Process**

The first strike shall result in an official warning. The second strike shall result in placement on probation. The third strike shall result in immediate removal from the Executive Board. Upon removal, the Executive Board member shall relinquish all duties, access, and authority associated with their position effective immediately. The chapter shall initiate the leadership replacement process in accordance with chapter bylaws and national guidelines. Removal decisions under this system are final and may not be appealed at the chapter level.

### **Mandatory Compliance**

This National Accountability and Participation Standards section must be included verbatim in all chapter bylaws. Failure to implement or enforce this system may result in the chapter being placed on Chapter Not in Good Standing (CND) by Esther Funds Foundation Nationals.