

BY LAWS

07/05/25

C.B.

Environmental Concern Collective

Article I: Legal Authority

Environmental Concern Collective is chartered as a nonprofit corporation under and by virtue of the laws of the State of Colorado, as contained in Article 7, Chapter 1 of the General Statutes of Colorado, (Nonprofit Corporation Act). In accordance with Internal Revenue Code of 1986 Section 501(c)(3), the purposes of this corporation are limited to community improvement, capacity building; environment quality, protection & beautification; housing, shelter.

Article II: Name and Location

Section 1: Official Name – Environmental Concern Collective

Section 2: Assumed Name - For purposes of advertising and promotion, the corporation may at times utilize the assumed name of "Redesigning New Cities" however, the official name shall remain the binding corporate name to transact business.

Section 3: Location - The principal office of the corporation and its registered agent shall be located in the city of Colorado Springs, El Paso County, Colorado. This designation may be changed from time to time only by official action of the Board of Directors with the filing of an appropriate certificate with the Colorado Secretary of State.

Article III: Purpose

Section 1: Mission - The purpose of the corporation is to preserve cultural and physical aspects of communities facing possible climate change.

Section 2: Restrictions - No activity of the corporation shall support political campaigns on behalf of any candidate for public office; restrict membership on the basis of race, religion, gender or national origin; or do anything to disqualify its tax-exempt status pursuant to 501(c)(3) of the United States' Internal Revenue Code.

Article IV: Board of Directors

Section 1: Governance - The business, property and programs of this corporation shall be managed and controlled by a Board of Directors consisting of not less than three and not more than 15 of duly elected voting members. The Board of Directors retain those powers granted under Colorado Statutes which permit all necessary and convenient actions to affect all the approved purposes for Environmental Concern Collective.

Section 2: Terms of Office - Directors elected at Annual Meetings shall serve a two year term of service, without any restrictions on reelection.

Section 3: Vacancies – Vacancies shall include both vacated and unfilled seats on the Board of Directors. Vacancies which occur on the Board shall be filled by the Board of Directors upon recommendation of the Chair for the remaining, unexpired term of an absent Director or for an unfilled seat. Such appointments commence on that date and end at an appropriate and subsequent Annual Meeting of the corporation.

Section 4: Ex Officio Board Members - Others may be appointed by action of the Board to serve as advisors, managers or participants in special activities and serve as a nonvoting, ex officio member of the Board of Directors. Ex officio status shall continue until the next Annual Meeting at which time status can be renewed. Ex officio service shall not restrict eligibility for election as a voting Director of the corporation.

Section 5: Attendance Rule - Each Director is expected to attend all regular meetings of the Board and all special called meetings and Annual Meetings of the corporation. Those members with three consecutive, unexcused absences as determined by the Chair shall be voted on for removal from the Board of Directors.

Section 6: Compensation - Directors shall be volunteers and shall receive no compensation for their services, except on occasion for certain expenses directly related to the mission and purposes of the corporation as may be approved by the Board of Directors.

Section 7: Commitment and Ethics Rule - Each Director must maintain a high commitment to the stated mission and goals of Environmental Concern Collective and exhibit the highest ethical standards in the conduct of business as suggested among nonprofit organizations. Those Directors brought into question under this rule shall have a hearing before a special committee of the Board and, when their behavior is judged to be in conflict with the mission or ethical obligations of their role, or found to be incompatible with the best interests of the corporation, shall be removed from the Board of Directors.

Article V: Meetings

Section 1: Annual Meeting - An Annual Meeting of the corporation and its members shall be held each year.

Section 2: Meetings & Notice - As a minimum, regular meetings of the Board of Directors shall be held annually, according to a schedule announced by the Board Chair at the Annual Meeting. Special called meetings of the corporation shall be held at the discretion of the Chair. Notices for such special meetings shall be provided by telephone, posted mail or email at least seven (7) days before the announced time, date and place.

Section 3: Quorum & Voting - A simple majority of Directors being present shall constitute a quorum for the conduct of business with, thereafter, a simple majority vote required for action on motions. Each duly elected Director shall have one vote. Proxy shall not be permitted. Under special circumstances, the Executive Committee may meet by means of electronic conference with all members included simultaneously.

Section 4: Rules of Order - Martha's Rules of Order:

<https://digitalcommons.unl.edu/cgi/viewcontent.cgi?article=1825&context=sociologyfacpub> shall be followed in all meetings of the corporation and its committees, unless otherwise modified herein by these Bylaws. Minutes of actions taken and members present at such meetings shall be recorded and maintained.

Article VI: Officers

Section 1: Officers - Officers of the corporation shall include a Board Chair, a Secretary and a Treasurer. All such officers must be duly elected from among voting members of the Board of Directors. No individual shall concurrently hold more than one office.

Section 2: Election and Term of Office - Election of officers shall occur each year during the Annual Meeting following recommendations by current Board members. Each officer shall be elected by Board members present and serve for a period of two years. All vacancies in these offices shall be appointed by the Board Chair, or when absent the Board of Directors, for the remainder of that year.

Section 3: Duties of Board Chair - The Chair shall preside at all meetings of the Board of Directors, appoint committee members, exercise general oversight of corporate business and perform such other duties as may from time to time be assigned by the Board of Directors. The Chair, or a designee, may serve as an ex-officio member of those standing and special committees established by the Board. By invitation of the Board, the immediate past Board Chair may serve as a voting member on the Board of Directors for a period of one year.

Section 4: Duties of the Secretary - The Secretary shall record the minutes of all meetings of the Board of Directors, maintain records of committee meetings, provide for the safe keeping of all official contracts and records of the corporation and publish notices of scheduled meetings as required in these Bylaws.

Section 5: Duties of the Treasurer - The Treasurer shall be responsible for the prompt deposit all receipts, an accurate accounting of income and expenditures, general oversight of the budgeting, and ensuring that the Board of Directors receives current financial reports in a timely manner for review and approval at regular meetings. The Treasurer shall maintain the financial records of the corporation using acceptable accounting practices and shall perform those other duties inherent to the office of Treasurer.

Section 6: Honorary Titles - The Board of Directors may from time to time award certain friends of the corporation with honorary titles as it may deem prudent to advance the mission and goals of Environmental Concern Collective. Such honorary titles shall not carry any obligations, powers or duties within this corporation.

Article VII: Standing and Special Committees

Section 1: Committees

The corporation shall have two types of committees: Standing Committees that address ongoing needs of the corporation and Special Committees that address tasks, issues or needs of a shorter term and/or finite duration. Each committee shall prepare and

maintain a written plan of work that has been approved by the Board of Directors. No committee (except the Finance Committee) is authorized to make binding decisions for the corporation that are not within its approved plan of work. At each regular meeting of the Board of Directors, there shall be a verbal report from each Standing Committee and Special Committee. Each committee must promptly submit a written record of its work to the Secretary of the Board of Directors.

Section 2: Executive Committee shall have responsibility to meet on behalf of the full board of directors in matters of urgency and/or expediency as determined by the Chair or at the request of at least three members of the Executive Committee. Except on specific matters requiring full participation of the Board of Directors as stipulated in these Bylaws or in the Colorado General Statutes, actions of the Executive Committee shall be deemed to be official and binding decisions of the full Board of Directors. Seventy five percent of named members present shall constitute a quorum for voting. They shall be announced at the Annual Meeting. Individuals shall serve as long as they hold a qualifying office in the corporation. The Chair of the Board shall be the Chair of the Executive Committee. All meetings and actions of the Executive Committee shall be recorded in writing and immediately reported to the Board of Directors, through electronic means.

Section 3: Finance Committee shall have a responsibility to advise the Board on appropriate budgeting and accounting practices as a nonprofit corporation. Other functions of this Committee shall be to propose an annual budget and to monitor income and expenditures and conduct an audit as directed by the Board. The Treasurer of the corporation shall serve as Chair. The Finance Committee shall be composed of at least three members and all Finance Committee members must be Board members. In matters of extreme urgency where expediency dictates bypassing the Executive Committee, the Finance Committee may make binding decisions for the corporation that must be immediately communicated to the entire Board.

Section 4: Special Committees - Administrative, managerial, advisory and special project committees or subcommittees may be established by the Board Chair as deemed necessary for the efficient operation of the corporation. Each committee thus created shall advise the Board of Directors on matters related to achieving the stated mission and goals of Environmental Concern Collective.

Section 5: Committee Membership - The Board Chair appoints all committee chairs. Committee chairs appoint all committee members. Standing Committees must be chaired by a current member of the Board of Directors.

Section 6: Terms of Committee Membership - Members of standing committees shall serve one year or until the next Annual Meeting of the corporation, whichever occurs first. At the discretion of the Board Chair, members of Standing Committees may continue to serve until a successor is appointed. Members of Special Committees shall serve for one year or less, as specified when the committee is established.

Article VIII: Finance and Audits

Section 1: Fiscal Year - The Corporation's financial year shall commence on the

first day of January in each calendar year.

Section 2: Funds and Property - All funds and property held by the corporation are maintained in trust for the purposes authorized in its charter and only in accordance with its official Mission and Goals. Bequests, gifts, loans and donations must first meet published corporation guidelines. Each officer, employee, volunteer or its agent, having custody of corporation funds or property, is to be covered by an appropriate fidelity and forgery insurance bond carried at the expense of the corporation.

Section 3: Records and Reports - Finances of the corporation shall be maintained in accordance with generally accepted accounting principles and its records shall be kept in such manner as to facilitate the preparation of quarterly financial reports for the Board of Directors and membership.

Section 4: Deposits & Disbursements- Any and all non-payroll disbursements greater than \$1,000 from the corporation's accounts shall be made only by checks or similar money orders signed by two authorized representatives: including the Chair, Treasurer, and Secretary. Non payroll disbursements of a lesser amount shall be made only by check or similar money order signed by one of the following representatives: Chair, Treasurer, or Secretary.

Routine payroll disbursements shall be made by checks or direct deposit authorized by the Treasurer, Chair, or Secretary in that order of availability.

Section 5: Audits - The financial statements of this corporation shall be audited periodically as determined by the Board. Such audit shall be made by a competent, certified public accountant of recognized standing who is not an officer of the corporation. Upon written request, audit reports shall be made available the general public.

Article IX: Dissolution of the Corporation

Section 1: Dissolution Rule - An affirmative vote in favor by two-thirds (2/3) of the Board of Directors shall voluntarily dissolve this corporation. At that time all assets and funds, after all liabilities and obligations have been paid, along with all minutes and records, shall be promptly transferred into the custody of an appropriate organization or agency designated by the Board of Directors. In this rule, every attempt will be made to satisfy the corporation's mission.

Article XII: Amendments

Amendments may be adopted at any meeting at which a quorum is declared present, provided appropriate notice of the amendment is provided to all Board members at least ten (10) days to said meeting. Amendments to these Bylaws require two-thirds (2/3) approval by those Board members present and voting. Such amendments take effect as stated in the original motion.

HISTORICAL NOTES:

Approved by founders and incorporators: July 1, 2025

Approved by Charter Board of Directors: July 1, 2025

REVISIONS TO BYLAWS: Approved by Board of Directors:

Charles Barber 7/11/25

John Smith 7/11/25

Jess Gy 7/11/25

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Jena Griswold

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Colorado Secretary of State

1700 Broadway, Ste. 550, Denver, CO 80290

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Charles Barber 07/11/25

Silverado EV

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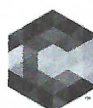


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Colorado Secretary of State
Jena Griswold

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Thank you for using our online services. Here is the receipt for your transaction.

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"CO SECRETARY STATE FEE"

Name: ENVIRONMENTAL CONCERN COLLECTIVE

Date	06/22/2025
Registration #	20253018148
Validation #	20253018148

Payment type	CREDIT
Last 4 digits	2189
Amount paid	\$10.00

CC:

Colorado Secretary
of State

1700 Broadway, Ste. 550,
Denver, CO 80290

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2200



Printed 08/31/25 CJB

OFFICE OF THE SECRETARY OF STATE
OF THE STATE OF COLORADO

CERTIFICATE OF FACT OF GOOD STANDING

I, Jena Griswold, as the Secretary of State of the State of Colorado, hereby certify that, according to the records of this office,

Environmental Concern Collective

is a

Nonprofit Corporation

formed or registered on 06/30/2025 under the law of Colorado, has complied with all applicable requirements of this office, and is in good standing with this office. This entity has been assigned entity identification number 20251732250 .

This certificate reflects facts established or disclosed by documents delivered to this office on paper through 08/28/2025 that have been posted, and by documents delivered to this office electronically through 08/31/2025 @ 12:52:40 .

I have affixed hereto the Great Seal of the State of Colorado and duly generated, executed, and issued this official certificate at Denver, Colorado on 08/31/2025 @ 12:52:40 in accordance with applicable law. This certificate is assigned Confirmation Number 17643569 .



Jena Griswold

Secretary of State of the State of Colorado

*****End of Certificate*****

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October 31, 2025 C.B.

SEPTEMBER 09, 2025

5750 HOLLY ST
DENVER CO 80266-5750

MAIL TO ECC:

LETTERS - ENVIRONMENTAL CONCERN COLLECTIVE
% PRES. 2025 CHARLES BARBER
P.O. Box 25057
COLORADO SPRINGS, COLORADO, USA 80936

PARCELS - ENVIRONMENTAL CONCERN COLLECTIVE
% PRES. 2025 CHARLES BARBER
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COLORADO SPRINGS, COLORADO, USA 80936



ENVIRON CONCERN COLLECTIVE
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COLORADO SPRINGS CO 80936-5057

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Thank you for being a USPS customer

On the Bias

"Martha's Rules": An Alternative to Robert's Rules of Order

Anne Minahan

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Abstract

For several years I have been teaching a social work course on how social workers can make their employing organization more responsive to consumers. We study how decisions are made in organizations. The students and I have become intrigued with the use of consensus decision-making in some organizations. Many—but by no means all—of these organizations are feminist organizations that wish to put feminist beliefs and philosophy into practice within organizations and to avoid structured administrative hierarchies for decision making. In their study of consensus decision-making organizations, students have reported that some participants are impatient with the time required by the use of consensus decision-making for all decisions—large and small. One student brought to class a copy of Martha's Rules that were developed by Martha's Housing Co-op for families in Madison, Wisconsin. Martha's Rules are not only an alternative to Robert's Rules, but provide ideas for people in organizations who are committed to consensus decision-making and who want to make it work well.

These rules were developed at Martha's Co-op because we were dissatisfied with Robert's Rules of Order as a way to make decisions. Every decision we make we have to work with; thus, it seemed essential that we understand and be committed to the things we decide. We recognize that although consensus decision-making makes for high-quality decisions, it takes a lot of time and energy. Some decisions are simply not worth the effort. Therefore, we developed a way to test whether an issue is important enough to warrant the extra time necessary to achieve a consensus while an issue is being discussed.

Martha's Rules involves a five-step procedure for discussing and deciding on issues in large group meetings. The participants must share certain skills if the process is to be effective. They must be willing and able to listen to what others are saying. They must be trusting enough and brave enough to speak their minds. They must care about the group's welfare as well as their own, and, on occasion, they must be willing to shed intense personal attachments to favored ideas.

The five steps are a framework, and they need not be followed to the letter. They have proved helpful in focusing the discussion and in giving first-time facilitators some suggestions. The five steps in the order in which they are taken are as follows: (1) preparation; (2) generating proposals; (3) making proposals concrete; (4) voting a "sense" vote and then a "vote" vote; and (5) implementation and review.

Preparation

Ideally, the facilitator and the participants should know the topics under discussion ahead of time, so they can prepare and reflect. Also, it is easier if the facilitator is chosen early, so she can plan a strategy for the discussion. When the meeting begins, the facilitator should propose an agenda and estimated time limits on the discussion to which the group should agree before proceeding to the next step.

Generating proposals

This step is necessary when a member raises an issue but a specific proposal has not been presented to the group. For example, a member might want to take a particular action but is unsure of the best way to go about it. After she raised the issue, there would be a limited period of freewheeling discussion. The aim of the discussion is to explore the alternatives and bring up the effects and implications of various actions. The participants must listen carefully to what is being said to avoid endless repetition. When the facilitator senses that the issue has been well explored, she guides the discussion on to the next step.

Making proposals concrete

The facilitator tries to bring together the ideas into one or more proposals. Here, the group finds answers to such questions as, *How much money do we want to spend? To whom do we want to give the authority to make that decision? What are the different goals underlying each suggestion?* The facilitator must try to separate questions of principle from questions about practical details. Also, it is important to identify people who are willing to work on a proposal if it is implemented. When the time is ripe, the facilitator guides the group to the next stage.

Voting: The "sense" vote

The point of the sense vote is to discover how the group feels about a proposal. It is possible to put more than one proposal about the same topic through this procedure, so it will not be necessary to attempt to fuse different proposals into what might be an unwieldy compromise. Table 1 presents an example of how to interpret a sense vote.

Some people find this procedure complicated. Watch for the key words:

1. The facilitator states the proposal.
2. The facilitator takes a hand count on the following questions: (a) Who *likes* the proposal? (b) Who can *live with* the proposal? (c) Who is *uncomfortable* with the proposal?
3. The facilitator repeats this process with all the proposals on a topic.

Table 1. Interpreting the Results of the Sense Vote at a Meeting of 20 People

Proposal	Like it	Can live with it	Uncomfortable	Response
A	6	6	10	Ditch it—not enough support
B	7	4	9	Try for a more palatable proposal, but run through the “vote” vote
C	8	7	5	Run through the “vote” vote
D	3	15	2	Suggest that the three and two discuss the issue further among themselves; the meeting as a whole does not care

Voting: The “vote” vote

The point of this vote is to find out what those who are uncomfortable are uncomfortable about and then to find out whether the group as a whole wishes to decide by majority rule. The facilitator asks those who were uncomfortable to state the reasons for their discomfort. The suggested time limit is two minutes per person. The facilitator may allow questions and answers but should diffuse bitter dialogues (usually a sign that there is some other issue at stake that hasn't been brought out). Someone who spends two minutes repeating, in great detail, what she has already said courts hostility from the group.

After hearing the objections of those who are uncomfortable, a vote is taken. The question is, *Should we implement this decision over the stated objections of the minority, when a majority of us feel it is workable?* A yes vote means that majority rule is favored in this case. A no vote means that the person favors postponing the decision. If the yes votes have a numerical majority, then the proposal has been adopted. If the no votes have a numerical majority, the proposal under consideration has been defeated, the status quo has been maintained, and there are several options:

1. Generate a new proposal, taking into account the objections raised by those who are uncomfortable.
2. Continue discussing the issues until those who are uncomfortable change their minds.
3. Accept that the issue cannot be decided at this time and bring it up later in the hope that time and further (private) discussion will allow a new proposal to be adopted.

Why would someone vote that she can live with a proposal? She may agree with the general principle but be skeptical about the particular steps necessary to carry it out. She may be interested neither in the issue at hand nor in getting in the way of the issue at hand. She may be apathetic. The sense vote identifies who is willing to work with a proposal that is not totally to their liking. If a majority of people vote that they can live with a proposal, it shows that the issue is simply not yet of gripping interest to the group as a whole. A person may vote that she is uncomfortable with a

proposal so she can get a chance to speak. Then, she can make some points that she could not get through in the discussion phase before the decision is final. I have seen a majority of the group, previously committed to a proposal, drop it when they heard an eleventh-hour comment from an uncomfortable member.

Look out for the proposal that has the most positive votes as the one most likely to be implemented by the group.

Implementation and review

It is crucial that everyone understand what has been decided. The facilitator should state the adopted proposal and make sure that everyone agrees to it. Some people think that silence is dissent; others think that silence is assent.

Implementation is the final test of the workability of a decision. It should be made clear what will be done, who will do it, what criteria will be used to judge when the job is done, and whether and when the decision should be reviewed.