

**GFWC Virginia Bylaws Committee
Recommendations for Amendments
June 2025**

The GFWC Virginia Bylaws Committee presents the following recommendations for amendments to GFWC Bylaws for action at Summer Conference 2025.

Article V. Districts, Section 5. Nominations and Elections, C. currently reads:

- C. With the exception of the District Third Vice President/Director of Junior Clubs, the District Nominating Committee shall nominate the District officers. The name of the nominee(s) for District Third Vice President/Director of Junior Clubs shall be forwarded by the Junior Nominating Committee Chairman to the District Nominating Committee Chairman for inclusion with the officers to be elected at the District Annual Meeting in the second year of an administration. In the absence of a District Junior Nominating Committee Chairman or Junior Nominating Committee, the District Nominating Committee shall nominate the District Third Vice President/Director of Junior Clubs. The District Nominating Committee Chairman shall send the names of candidates for District office to the District President within 5 days of nomination. The District President shall append the names of candidates for District office to the Call to the District Annual Meeting.

Proposed Changes:

Edit sentence 4 of the paragraph:

- Strike “of candidates”, insert ‘and status of nominees’
- Strike ‘within 5 days of nomination’, insert ‘immediately following....’

Insert a new sentence 5:

- The District President shall contact nominees regarding their status within 5 days of nomination.

Rationale: To clarify the process.

If adopted shall read:

- C. With the exception of the District Third Vice President/Director of Junior Clubs, the District Nominating Committee shall nominate the District officers. The name of the nominee(s) for District Third Vice President/Director of Junior Clubs shall be forwarded by the Junior Nominating Committee Chairman to the District Nominating Committee Chairman for inclusion with the officers to be elected at the District Annual Meeting in the second year of an administration. In the absence of a District Junior Nominating Committee Chairman or Junior Nominating Committee, the District Nominating Committee shall nominate the District Third Vice President/Director of Junior Clubs. The District Nominating Committee Chairman shall send the names **and status of nominees** ~~of candidates~~ for District office to the District President **immediately following nomination.** ~~within 5 days of nomination~~ **The District President shall contact nominees regarding their status within 5 days of nomination.** The District President shall append the names of candidates for District office to the Call to the District Annual Meeting.

ARTICLE V. DISTRICTS, Section 7. Duties of Officers, A. District President currently reads:

Section 7. Duties of Officers

A. The District President shall:

1. Represent the District on the GFWC Virginia Executive Board;
2. Present a report of the work of the District at each GFWC Virginia Executive Board meeting as directed by the GFWC Virginia President;

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3. Submit Annual Reports of the work of the District as directed by the GFWC Virginia President;
4. Submit a written report of the work of the District to the GFWC Virginia President, GFWC Virginia First Vice President, and the GFWC Virginia Executive Secretary for distribution at the GFWC Virginia Annual Convention;
5. Submit a copy of the District annual financial report to the GFWC Virginia President no later than thirty days after the close of the fiscal year;
6. Send names of the District member and alternates elected to the GFWC Virginia Nominating Committee to GFWC Virginia Headquarters no later than November 5 in the second year of an administration;
7. Send a roster of District club presidents to GFWC Virginia Headquarters no later than May 15 of each year;
8. Promote the programs of GFWC Virginia within the clubs in the District in conjunction with the District Third Vice President /Director of Junior Clubs;
9. Preside at all meetings of the District;
10. Call a meeting of the District Executive Committee at least two months prior to the District Annual Meeting and at such other times as deemed advisable;
11. Send the Call to District meetings at least six weeks in advance of the meetings;
12. Appoint a District Parliamentarian;
13. Appoint District Chairmen corresponding to those defined in ARTICLE XII and ARTICLE XIII and other Chairmen as deemed advisable to further the work of GFWC Virginia;
14. Serve ex-officio on all District committees except the Nominating Committee;
15. Be authorized to take a vote of the District Executive Committee by mail or electronic means. Action taken shall be ratified at the next meeting of the District Executive Committee and shall be recorded in the Minutes of that meeting;
16. Perform other duties as delegated by the District Executive Committee.

Proposed Change:

- Insert new 7. Contact nominees for District Office regarding their status within 5 days of notification by the District Nominating Committee Chairman in the second year of the administration;
- Renumber current 7 – 16 to 8 – 17.

Rationale: To formalize responsibilities regarding District Nominations process

If adopted, shall read:

ARTICLE V. DISTRICTS, Section 7. Duties of Officers, A. District President currently reads:

Section 7. Duties of Officers

A. The District President shall:

1. Represent the District on the GFWC Virginia Executive Board;
2. Present a report of the work of the District at each GFWC Virginia Executive Board meeting as directed by the GFWC Virginia President;
3. Submit Annual Reports of the work of the District as directed by the GFWC Virginia President;
4. Submit a written report of the work of the District to the GFWC Virginia President, GFWC Virginia First Vice President, and the GFWC Virginia Executive Secretary for distribution at the GFWC Virginia Annual Convention;
5. Submit a copy of the District annual financial report to the GFWC Virginia President no later than thirty days after the close of the fiscal year;

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6. Send names of the District member and alternates elected to the GFWC Virginia Nominating Committee to GFWC Virginia Headquarters no later than November 5 in the second year of an administration;
7. Contact nominees for District Office regarding their status within 5 days of notification by the District Nominating Committee Chairman in the second year of the administration;
8. Send a roster of District club presidents to GFWC Virginia Headquarters no later than May 15 of each year;
9. Promote the programs of GFWC Virginia within the clubs in the District in conjunction with the District Third Vice President /Director of Junior Clubs;
10. Preside at all meetings of the District;
11. Call a meeting of the District Executive Committee at least two months prior to the District Annual Meeting and at such other times as deemed advisable;
12. Send the Call to District meetings at least six weeks in advance of the meetings;
13. Appoint a District Parliamentarian;
14. Appoint District Chairmen corresponding to those defined in ARTICLE XII and ARTICLE XIII and other Chairmen as deemed advisable to further the work of GFWC Virginia;
15. Serve ex-officio on all District committees except the Nominating Committee;
16. Be authorized to take a vote of the District Executive Committee by mail or electronic means. Action taken shall be ratified at the next meeting of the District Executive Committee and shall be recorded in the Minutes of that meeting;
17. Perform other duties as delegated by the District Executive Committee.

ARTICLE VII. NOMINATIONS AND ELECTIONS, Section 1. Nominations currently reads

- A. The GFWC Virginia Nominating Committee shall consist of: one member elected by the GFWC Virginia Executive Board to serve as Chairman, the GFWC Virginia Junior Nominating Committee Chairman elected by the GFWC Virginia Junior Executive Board, and one member from each GFWC Virginia District, elected at a District Meeting in the second year of the administration.
- B. Nominations for all GFWC Virginia officers, except the GFWC Virginia Third Vice President/Director of Junior Clubs, shall be made by the GFWC Virginia Nominating Committee. No member of the GFWC Virginia Executive Board or GFWC Officer may serve on the GFWC Virginia Nominating Committee.
- C. Nominations for the office of GFWC Virginia Third Vice President/Director of Junior Clubs shall be made by the GFWC Virginia Junior Nominating Committee elected as defined in ARTICLE IV, Section 2. A. The GFWC Virginia Junior Nominating Committee Chairman shall forward the name of the nominee(s) for GFWC Virginia Third Vice President/Director of Junior Clubs to the GFWC Virginia Nominating Committee Chairman.
- D. An effort shall be made to secure distribution of leadership in order to prevent concentration in one geographic area. With exception of the GFWC Virginia Third Vice President/Director of Junior Clubs, no more than two members from the same District may serve simultaneously as GFWC Virginia officers.
- E. Nominations for all GFWC Virginia offices may be made from the floor following the report of the GFWC Virginia Nominating Committee provided consent of the nominee(s) has been obtained.

Proposed Changes:

- Append 'No member of the GFWC Virginia Executive Board or GFWC Officer may serve on the GFWC Virginia Nominating Committee.' in letter A.
- Strike second sentence of letter B.
- Insert a new D. from Standing Rule 9.C.a. "Any active club member or federated club may submit

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the name, or names, and qualifications of proposed candidates for GFWC Virginia office to the proposed candidate's District elected member of the GFWC Virginia Nominating Committee no later than November 30 in the second year of the administration."

- Insert a new E from Standing Rule 9.A.b. "At the time of its meeting, the Nominating Committee shall give consideration to members whom the committee deems qualified for Federation leadership, as well as to those submitted through the Districts."
- Current D becomes new F.
- Insert a new G. "Following the deliberations of the Committee, the Nominating Committee Chairman shall notify the President of the names and status of the nominees. The GFWC Virginia President shall contact nominees of their status within 5 days of notification."
- Insert a new H. "The President shall append the name of candidates for GFWC Virginia office to the Call to the Annual Convention in even numbered years."
- Current E becomes I.

Rationale: To clarify and formalize the Nominations process.

If adopted, shall read:

ARTICLE VII. NOMINATIONS AND ELECTIONS, Section 1. Nominations currently reads

- A. The GFWC Virginia Nominating Committee shall consist of: one member elected by the GFWC Virginia Executive Board to serve as Chairman, the GFWC Virginia Junior Nominating Committee Chairman elected by the GFWC Virginia Junior Executive Board, and one member from each GFWC Virginia District, elected at a District Meeting in the second year of the administration. ~~No member of the GFWC Virginia Executive Board or GFWC Officer may serve on the GFWC Virginia Nominating Committee.~~
- B. Nominations for all GFWC Virginia officers, except the GFWC Virginia Third Vice President/Director of Junior Clubs, shall be made by the GFWC Virginia Nominating Committee. ~~No member of the GFWC Virginia Executive Board or GFWC Officer may serve on the GFWC Virginia Nominating Committee.~~
- C. Nominations for the office of GFWC Virginia Third Vice President/Director of Junior Clubs shall be made by the GFWC Virginia Junior Nominating Committee elected as defined in ARTICLE IV, Section 2. A. The GFWC Virginia Junior Nominating Committee Chairman shall forward the name of the nominee(s) for GFWC Virginia Third Vice President/Director of Junior Clubs to the GFWC Virginia Nominating Committee Chairman.
- D. Any active club member or federated club may submit the name, or names, and qualifications of proposed candidates for GFWC Virginia office to the proposed candidate's District elected member of the GFWC Virginia Nominating Committee no later than November 30 in the second year of the administration.
- E. At the time of its meeting, the Nominating Committee shall give consideration to members whom the committee deems qualified for Federation leadership, as well as to those submitted through the Districts.
- F. An effort shall be made to secure distribution of leadership in order to prevent concentration in one geographic area. With exception of the GFWC Virginia Third Vice President/Director of Junior Clubs, no more than two members from the same District may serve simultaneously as GFWC Virginia officers.
- G. Following the deliberations of the Committee, the Nominating Committee Chairman shall notify the President of the names and status of the nominees. The GFWC Virginia President shall contact nominees of their status within 5 days of notification.
- H. The President shall append the name of candidates for GFWC Virginia office to the Call to the Annual

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Convention in even numbered years.

- I. Nominations for all GFWC Virginia offices may be made from the floor following the report of the GFWC Virginia Nominating Committee provided consent of the nominee(s) has been obtained.

ARTICLE VII. NOMINATIONS AND ELECTIONS, Section 2. Elections

- A. Election of GFWC Virginia officers shall be held at the GFWC Virginia Annual Convention in even-numbered years. Election shall be by ballot. A majority vote shall elect.
- B. Election of GFWC Virginia officers may be held electronically following the guidelines in the GFWC Virginia's adopted parliamentary authority, *Robert's Rules of Order Newly Revised*.

Proposed Change:

- Insert a new A "In the event of a contested position for election, the candidates shall make a speech regarding her qualifications and the future of the organization prior to the election."
- Current A and B become B and C.

Rationale: To provide candidates for office to address the Convention attendees prior to the election.

If adopted, shall read:

- A. In the event of a contested position for election, the candidates shall make a speech regarding her qualifications and the future of the organization prior to the election.
- B. Election of GFWC Virginia officers shall be held at the GFWC Virginia Annual Convention in even-numbered years. Election shall be by ballot. A majority vote shall elect.
- C. Election of GFWC Virginia officers may be held electronically following the guidelines in the GFWC Virginia's adopted parliamentary authority, *Robert's Rules of Order Newly Revised*.

Article VIII. Officers, Section 5. Duties of Officers, A. currently reads:

- A. The President shall:
1. Serve as the official representative of GFWC Virginia;
 2. Represent GFWC Virginia at all GFWC meetings and submit reports as directed by the GFWC Board of Directors;
 3. Appoint GFWC Community Service Program, GFWC Advancement Plans, GFWC Special Programs, GFWC Virginia Special Programs, and GFWC Virginia Standing Committee Chairmen and committee members as defined in ARTICLE XII and ARTICLE XIII. No chairman may serve for more than four consecutive years in the same position;
 4. Approve all programs of work and supervise activities of GFWC Virginia Standing and Special Committees. All GFWC Virginia projects and programs shall have the approval of the President.;
 5. Appoint designated individuals as needed to execute and implement the work of GFWC Virginia;
 6. Manage GFWC Virginia Headquarters in cooperation with the GFWC Virginia Headquarters Committee as defined in Article XVI;
 7. With the cooperation of the GFWC Virginia Third Vice President/Director of Junior Clubs appoint the GFWC Virginia Junior Membership Chairman, GFWC Virginia Standing and Special Committees as defined in ARTICLE XII and ARTICLE XIII;
 8. Serve on the Budget and Finance Committee and Endowment Fund Committee with vote;
 9. Serve ex-officio on other committees, without vote;
 10. Not serve ex-officio or in any capacity on the Nominating Committee;
 11. Serve ex-officio on the GFWC Virginia Junior Executive Board, without vote;

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12. Authorize expenditures within the budget limitations, approve all bills and co-sign all expense vouchers before payment;
13. Issue a Call to the GFWC Virginia Annual Convention at least six weeks prior to the date of GFWC Virginia Annual Convention;
14. Issue a Call to the GFWC Virginia Conference at least six weeks prior to the date of GFWC Virginia Conference;
15. Call and preside at all meetings of the GFWC Virginia Executive Committee and GFWC Virginia Executive Board;
16. Sign all contracts approved by the GFWC Virginia Executive Board;
17. Perform other duties as delegated by the GFWC Virginia Executive Committee and GFWC Virginia Executive Board.

Proposed Change:

- Insert new 17. Contact nominees for GFWC Virginia Office regarding their status within 5 days of notification by the Nominating Committee Chairman in the second year of the administration;
- Current 17 becomes 18

Rationale: To formalize responsibilities regarding Nominations process

If adopted, shall read:

A. The President shall:

1. Serve as the official representative of GFWC Virginia;
2. Represent GFWC Virginia at all GFWC meetings and submit reports as directed by the GFWC Board of Directors;
3. Appoint GFWC Community Service Program, GFWC Advancement Plans, GFWC Special Programs, GFWC Virginia Special Programs, and GFWC Virginia Standing Committee Chairmen and committee members as defined in ARTICLE XII and ARTICLE XIII. No chairman may serve for more than four consecutive years in the same position;
4. Approve all programs of work and supervise activities of GFWC Virginia Standing and Special Committees. All GFWC Virginia projects and programs shall have the approval of the President.;
5. Appoint designated individuals as needed to execute and implement the work of GFWC Virginia;
6. Manage GFWC Virginia Headquarters in cooperation with the GFWC Virginia Headquarters Committee as defined in Article XVI;
7. With the cooperation of the GFWC Virginia Third Vice President/Director of Junior Clubs appoint the GFWC Virginia Junior Membership Chairman, GFWC Virginia Standing and Special Committees as defined in ARTICLE XII and ARTICLE XIII;
8. Serve on the Budget and Finance Committee and Endowment Fund Committee with vote;
9. Serve ex-officio on other committees, without vote;
10. Not serve ex-officio or in any capacity on the Nominating Committee;
11. Serve ex-officio on the GFWC Virginia Junior Executive Board, without vote;
12. Authorize expenditures within the budget limitations, approve all bills and co-sign all expense vouchers before payment;
13. Issue a Call to the GFWC Virginia Annual Convention at least six weeks prior to the date of GFWC Virginia Annual Convention;
14. Issue a Call to the GFWC Virginia Conference at least six weeks prior to the date of GFWC Virginia Conference;
15. Call and preside at all meetings of the GFWC Virginia Executive Committee and GFWC Virginia

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Executive Board;

16. Sign all contracts approved by the GFWC Virginia Executive Board;
17. **Contact nominees for GFWC Virginia Office regarding their status within 5 days of notification by the Nominating Committee Chairman in the second year of the administration;**
18. Perform other duties as delegated by the GFWC Virginia Executive Committee and GFWC Virginia Executive Board.

ARTICLE XIII. STANDING COMMITTEES, Section 3. Bylaws Committee, B. currently reads:

- B. It shall be the duty of the GFWC Virginia Bylaws Committee to review GFWC Virginia Bylaws and Standing Rules during each administration and to propose necessary changes. The GFWC Virginia Bylaws Committee shall consider amendments proposed by: the GFWC Virginia Executive Committee; the GFWC Virginia Executive Board; the GFWC Virginia Junior Executive Board; a District; a District Junior membership, or a club. Such proposals shall be submitted to the GFWC Virginia Bylaws Committee Chairman no later than November 15 of each calendar year.

Proposed Change:

- Edit second sentence by inserting “a GFWC Virginia Committee;” after the GFWC Virginia Junior Executive Board

Rationale: To enable GFWC Virginia Committees to submit recommendations for changes to GFWC Bylaws and Standing Rules.

If adopted shall read:

- B. It shall be the duty of the GFWC Virginia Bylaws Committee to review GFWC Virginia Bylaws and Standing Rules during each administration and to propose necessary changes. The GFWC Virginia Bylaws Committee shall consider amendments proposed by: the GFWC Virginia Executive Committee; the GFWC Virginia Executive Board; the GFWC Virginia Junior Executive Board; **a GFWC Virginia Committee;** a District; a District Junior membership, or a club. Such proposals shall be submitted to the GFWC Virginia Bylaws Committee Chairman no later than November 15 of each calendar year.

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Proposed Changes to Standing Rules

The GFWC Virginia Bylaws Committee presents the following recommendations for amendments to GFWC Standing Rules for action at Summer Conference 2025.

STANDING RULES 9. Currently reads:

9. NOMINATING COMMITTEE AND JUNIOR NOMINATING COMMITTEE

A. GENERAL

- a. In the second year of an administration, the GFWC Virginia budget shall include Nominating Committee meeting expenses and committee members' transportation expenses. This meeting may be held electronically following the guidelines in the adopted parliamentary authority, *Roberts Rules of Order Newly Revised*.
- b. At the time of its meeting, the Nominating Committee shall give consideration to women whom the members of the committee deem qualified for Federation leadership, as well as to those submitted through the District.
- c. Consideration shall be given to ensure distribution of leadership in order to prevent concentration of officers in one geographic area.
- d. Following the selection of the slate of officers, the Nominating Committee Chairman shall notify the President of the results.
- e. The President shall append the name of candidates for GFWC Virginia office to the Call to the Annual Convention in even numbered years.
- f. These rules shall apply in like manner to the Junior Nominating Committee.

B. ELIGIBILITY OF NOMINATING COMMITTEE AND JUNIOR NOMINATING COMMITTEE

- a. With the exception of the Nominating Committee Chairman and Junior Nominating Committee Chairman, only those duly elected by the District may serve on the Nominating Committee.
- b. Names of the District member and alternates elected to the Nominating Committee shall be forwarded to Headquarters by the District President no later than November 15 in the second year of the administration. Names of the District Junior member and alternates elected to the Junior Nominating Committee shall be forwarded to Headquarters by the District Third Vice President/Director of Junior Clubs or the Junior Nominating Committee Chairman (in the event there is no District Third Vice President/Director of Junior Clubs) no later than November 15 in the second year of the administration.

C. PROPOSAL OF CANDIDATE FOR OFFICE

- a. Any active club member or federated club may submit the name, or names, and qualifications of proposed candidates for GFWC Virginia office to the proposed candidate's District elected member of the GFWC Virginia Nominating Committee no later than November 30 in the second year of the administration.
- b. The District member of the GFWC Virginia Nominating Committee shall mail or email the names and qualifications of all proposed candidates to GFWC Virginia Headquarters, directed to the Nominating Committee Chairman, no later than December 10 preceding an election year.
- c. The names and qualifications of all proposed candidates shall be mailed or emailed from Headquarters at the direction of the Nominating Committee Chairman, to each member of the Nominating Committee no later than December 20 in the second year of the administration.

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- d. No endorsement shall be solicited by a candidate or by anyone on the candidate's behalf. No formal announcement of candidacy shall be sent to any member, club or District or be released for publication. Entertainment on a candidate's behalf shall be discouraged.

Proposed Changes:

- Title Strike: AND JUNIOR NOMINATING COMMITTEE
- A. Strike GENERAL and Replace with NOMINATING COMMITTEE PROCEDURES
- Strike A. GENERAL items b., c., d., e., f.
- Strike B. in its entirety
- Strike C. in its entirety
- Strike 'all' from C. Proposal for Candidates for Office b.
- Strike 'all' from C. Proposal for Candidates for Office c.
- Current C. Proposal for Candidates for Office b – d become A. NOMINATING COMMITTEE PROCEDURES items b - d

Rationale: To streamline and simplify the Standing Rule to focus on the operations of the Nominating Committee. Items related to Nominations are now proposed in the Bylaws. The Junior organization shall determine its own Standing Rules regarding Nominations.

If Adopted Shall Read:

9. NOMINATING COMMITTEE ~~AND JUNIOR NOMINATING COMMITTEE~~

A. ~~GENERAL~~ NOMINATING COMMITTEE PROCEDURES

- a. In the second year of an administration, the GFWC Virginia budget shall include Nominating Committee meeting expenses and committee members' transportation expenses. This meeting may be held electronically following the guidelines in the adopted parliamentary authority, *Roberts Rules of Order Newly Revised*.
- b. The District member of the GFWC Virginia Nominating Committee shall mail or email the names and qualifications of ~~all~~ proposed candidates to GFWC Virginia Headquarters, directed to the Nominating Committee Chairman, no later than December 10 preceding an election year.
- c. The names and qualifications of ~~all~~ proposed candidates shall be mailed or emailed from Headquarters at the direction of the Nominating Committee Chairman, to each member of the Nominating Committee no later than December 20 in the second year of the administration.
- d. No endorsement shall be solicited by a candidate or by anyone on the candidate's behalf. No formal announcement of candidacy shall be sent to any member, club or District or be released for publication. Entertainment on a candidate's behalf shall be discouraged.
- ~~b. At the time of its meeting, the Nominating Committee shall give consideration to women whom the members of the committee deem qualified for Federation leadership, as well as to those submitted through the District.~~
- ~~c. Consideration shall be given to ensure distribution of leadership in order to prevent concentration of officers in one geographic area. (Note for Committee – Already in Bylaws)~~
- ~~d. Following the selection of the slate of officers, the Nominating Committee Chairman shall notify the President of the results.~~
- ~~e. The President shall append the name of candidates for GFWC Virginia office to the Call to the Annual Convention in even-numbered years.~~
- ~~f. These rules shall apply in like manner to the Junior Nominating Committee.~~

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~~B. ELIGIBILITY OF NOMINATING COMMITTEE AND JUNIOR NOMINATING COMMITTEE~~

- ~~a. With the exception of the Nominating Committee Chairman and Junior Nominating Committee Chairman, only those duly elected by the District may serve on the Nominating Committee.~~
- ~~b. Names of the District member and alternates elected to the Nominating Committee shall be forwarded to Headquarters by the District President no later than November 15 in the second year of the administration. Names of the District Junior member and alternates elected to the Junior Nominating Committee shall be forwarded to Headquarters by the District Third Vice President/Director of Junior Clubs or the Junior Nominating Committee Chairman (in the event there is no District Third Vice President/Director of Junior Clubs) no later than November 15 in the second year of the administration.~~

~~C. PROPOSAL OF CANDIDATE FOR OFFICE~~

- ~~a. Any active club member or federated club may submit the name, or names, and qualifications of proposed candidates for GFWC Virginia office to the proposed candidate's District elected member of the GFWC Virginia Nominating Committee no later than November 30 in the second year of the administration.~~
- ~~b. The District member of the GFWC Virginia Nominating Committee shall mail or email the names and qualifications of all proposed candidates to GFWC Virginia Headquarters, directed to the Nominating Committee Chairman, no later than December 10 preceding an election year.~~
- ~~c. The names and qualifications of all proposed candidates shall be mailed or emailed from Headquarters at the direction of the Nominating Committee Chairman, to each member of the Nominating Committee no later than December 20 in the second year of the administration.~~
- ~~d. No endorsement shall be solicited by a candidate or by anyone on the candidate's behalf. No formal announcement of candidacy shall be sent to any member, club or District or be released for publication. Entertainment on a candidate's behalf shall be discouraged.~~