



SAN ANTONIO CHAPTER

APPROVED BY THE NATIONAL BOARD OF DIRECTORS

(Date August 20, 2021)



Bylaws
of
San Antonio Chapter
of
Blacks In Government (BIG)

ARTICLE I

NAME

Section 1 NAME OF ORGANIZATION

The name of this organization shall be the **San Antonio Chapter** of Blacks In Government (BIG). It shall be referred to in these Bylaws as San Antonio Chapter or the Chapter.

Section 2 ORGANIZATION SEAL

The seal of the National Organization shall be in the form of two concentric circles and shall bear the words "Blacks In Government" inscribed in the space between the inner and outer circle and/or letters "BIG" inscribed in the space inside the inner circle.

ARTICLE II

GOALS AND OBJECTIVES

Section 1 To be an advocate of equal opportunity for Blacks in government.

Section 2 To eliminate practices of racism and racial discrimination against Blacks in government.

Section 3 To promote professionalism among Blacks in government.

Section 4 To develop and promote programs which will enhance ethnic pride and educational opportunities for Blacks in government.

Section 5 To establish a mechanism for the gathering and dissemination of information to Blacks in government.

Section 6 To provide a nonpartisan platform on major issues of local, regional, and national significance that affect Blacks in government.

ARTICLE III

ORGANIZATIONAL STRUCTURE

Section 1 The Chapter shall consist of individuals from Local, State and Federal Agencies, in San Antonio, Texas and the surrounding areas of Bexar County. The Chapter will not be confined to any Agency.

Section 2 The Chapter shall consist of persons regardless of race, creed, color, national origin, religion, age, sex, political affiliation, marital status, or handicapped conditions who have met the membership requirements prescribed herein.

Section 3 OFFICERS

- A. Chapter's officers shall be elected by the Chapter membership in good financial standing for one year at all three levels of the organization (National, Region VI Council, and the Local Chapter), during a regularly scheduled November or December meeting.
- B. The elected officers shall include the President, Executive Vice President, 1st Vice President, 2nd Vice President, Secretary, Corresponding Secretary, Treasurer and Assistant Treasurer.
- C. The Executive Committee shall consist of the elected officers plus the Immediate Past President. The Immediate Past President who leaves office without prejudice serve as a nonvoting member of the Executive Committee for a period not to exceed two (2) years. The Immediate Past President shall be entitled to all rights of Executive Committee members with the exception of voting.

Section 4 REGIONAL COUNCIL

- A. This Chapter shall belong to the Region VI Council of Blacks In Government in accordance with the National Constitution.
- B. The representatives to the Regional Council shall consist of three (3) regular financial members elected from the Chapter.
- C. Chapters may elect alternates to substitute for Regional Representatives in the event the elected Regional Representative cannot serve due to circumstances beyond their control.

Section 5 NATIONAL

- A. This Chapter shall be a part of the National Organization and participate in national assemblies in accordance with the National Constitution.
- B. This Chapter shall submit quarterly and periodic reports to the National Office in accordance with the National Constitution and other reports as requested.

ARTICLE IV MEMBERSHIP

Section 1 INDIVIDUAL MEMBERSHIP

Any person who is in accord with the philosophy, principles, policies, and objectives of this organization, and agrees to adhere to the same, may become a member of this organization by paying membership fee. Annual Chapter and Regional membership fee must be paid to retain chapter membership.

Section 2 MEMBERSHIP CATEGORIES

There shall be three (3) categories of individual membership: Regular, Associate, and Life. Other categories of membership may be established by the National Board of Directors. Individual membership in the organization at the national level is a requirement for Chapter membership.

A. Regular Membership

1. Any employee or retiree of any federal, state, or local government who is in accordance with the principles, policies, and objectives of the organization and who agrees to adhere to the same may become a regular member of this organization by paying the applicable Annual National and Chapter membership fee.
2. Regular members shall be accorded all privileges of membership.
3. Any person who, at the time of being separated without prejudice from employment by the federal, state, or local government, was a regular member in good standing is eligible for regular membership in this organization.
4. Any person who, at the time of being separated with prejudice from employment by the federal, state, or local government and such separation is grieved, and that person is a regular member in good standing, is eligible for continued regular membership in this organization until such grievance is resolved.

B. Associate Membership

1. Any person who is not eligible for regular membership and is in accordance with the principles, policies, and objectives of the organization and who agrees to adhere to the same may become an associate member of this organization by paying the applicable Annual National and Chapter membership fee.
2. Such members shall be accorded all rights and privileges of membership except those of voting and holding elected offices.
3. Associate Student - Such members shall be accorded all rights and

privileges of membership, except that only those who also qualify as regular members should be eligible to vote or hold elective office.

C. Life Membership

1. Any person who is in accordance with the principles, policies, and objectives of the organization and who agrees to adhere to the same may become a Life Member of this organization at the National level by paying the Life Membership fee.
2. Annual Chapter and Regional membership fees must be paid to retain active chapter membership.

ARTICLE V

DUTIES OF OFFICERS, STANDING AND SPECIAL COMMITTEES AND APPOINTMENTS

Section 1 EXECUTIVE COMMITTEE

- A. The elected officers and Immediate Past President shall constitute the Executive Committee. The Executive Committee shall implement the programs of the Chapter.
- B. The Executive Committee shall also transact routine business between meetings of the Chapter and acting emergency situations.
- C. All actions of the Executive Committee shall be ratified by the chapter at the meeting following the action taken.
- D. The Immediate Past President who leaves office without prejudice may serve as a nonvoting member of the Executive Committee for a period not to exceed two (2) years. The Immediate Past President shall be entitled to all rights of Executive Committee members with the exception of voting.

Section 2 OFFICERS

A. PRESIDENT

1. Shall serve as Chair of the Executive Committee and shall be an ex-officio member of all committees except the Nominating and Election Committees;
2. Shall guide the implementation of programs which have been approved by the membership;
3. Shall recommend to the membership changes in programs and procedures;
4. Shall present the Chapter's Annual Report;
5. Shall approve, in writing, funds drawn on the Chapter's treasury. In cases where time or circumstance does not permit, provides verbal approval upon request and written approval documentation after the fact. When requests for funds withdrawal are made, voted on, and approved during a Chapter meeting, and a quorum is present, a written request is not required;

6. Shall receive reports on activities of the various committees;
7. Shall make appointments as necessary; and
8. Shall perform other duties as assigned by the Executive Committee or the Chapter.

B. EXECUTIVE VICE PRESIDENT

1. Shall perform all the functions and duties in the absence of or in the event of disability of the President and shall have all powers and authorities stipulated under that office.
2. Shall perform other duties as assigned by the Executive Committee or the Chapter.

C. 1st and 2nd VICE PRESIDENT

1. Shall perform, in order of rank, all the duties and functions of the President in the event the President and Executive Vice President are absent or incapacitated.
2. Shall have all the powers of and be subject to all the restrictions of that office.

D. SECRETARY

1. Shall maintain a record of the proceedings of the organization.
2. Shall produce such records upon request of any member in good standing.
3. Shall read the minutes of the previous meeting at each Executive Committee and Chapter meeting.
4. Shall perform other duties as assigned by the Executive Committee or the Chapter.

E. CORRESPONDING SECRETARY

1. Shall perform the duties and functions of the Secretary during absence or incapacitation of the Secretary.
2. Shall be responsible for the correspondence of the organization.
3. Shall distribute notification of meetings in a timely manner; and
4. Shall perform other duties as assigned by the Executive Committee or the Chapter.

F. TREASURER

1. Shall be the Chief Financial Officer of the organization.
2. Shall submit to the President or Executive Vice-President written requests for funds withdrawal from the Chapter's Treasury. In cases where time or circumstances do not permit, provides verbal approval upon request and written documentation approval after the fact. When requests funds withdrawal are made during a Chapter meeting and a quorum is present, and the request is captured in the meeting minutes, a written request is not required.
3. Shall provide financial statements, as often or as required, but at least quarterly to the Executive Committee and Chapter members;
4. The books shall be subjected to audit annually.
5. Shall perform other duties as assigned by the Executive Committee or the Chapter.

G. Assistant Treasurer

1. Shall maintain a record of all dues-paying members, and submit notification of renewals when due.
2. Shall coordinate with the Membership Chair on membership renewals.
3. Shall provide for collection of dues.
4. Shall report on the status of paid-up memberships.
5. Shall perform all the duties and functions of the Treasurer, in case of absence or disability of the Treasurer.
6. Shall perform other duties as assigned by the Executive Committee or the Chapter.

Section 3 STANDING COMMITTEES, SPECIAL COMMITTEES and APPOINTMENTS

The President may appoint all Standing Committee Chairs, special positions, and special committees. The term of office for all appointed positions and committees shall be concurrent with that of the appointing authorities, unless otherwise specified at the time of appointment. In no case will the term of an appointment extend beyond the term of the appointing authority.

- A. Chairpersons of Standing Committees shall have the authority to establish subcommittees and make special appointments within their committee for the purpose of conducting committee business.
- B. All Standing Committee members shall be selected from the general membership. The standing committees shall include but not be limited to:

Finance
Program and Planning Committee
Communication and Public Relations
Membership Committee
Affirmative Employment/Equal Employment Opportunity (AE/EEO)

Finance. The Finance Committee shall be responsible for the financial accountability of the Chapter. This Committee will be responsible for, but not be limited to, determining the cost of the Chapter's programs, and reporting to the general membership the feasibility of implementing these programs.

Program and Planning Committee. The Program and Planning Committee shall be responsible for development and implementation of the necessary programs and requirements to fulfill the purpose and objectives of the Chapter. This Committee shall be responsible for training and assistance in those areas critical to the well-being of Black government employees. All programs pursued by this Committee must be approved by the Executive Committee and/or General Membership and certified feasible by the Finance Committee.

Communication and Public Relations. The Communication and Public Relations Committee shall be responsible for the development and printing of all published documents of the Chapter; shall be responsible for all contacts with the media (TV, newspapers, etc.) The primary purpose of this Committee is to assure public exposure of the Chapter as approved by the Executive Committee and/or Membership. All public statements shall be in accordance with National policies.

Membership Committee. The Membership Committee shall be responsible for

developing and implementing programs for membership drives, receiving and screening applications, and coordinate with the Treasurer and Assistant Treasurer on membership paid-up renewals. In addition, the Membership Committee performs any other functions deemed necessary by the Executive Committee or Chapter President.

Affirmative Employment/Equal Employment Opportunity Committee. The Affirmative Employment/EEO Committee shall monitor and develop programs to address areas of concern of Black government employees including rates of hiring and firing; promotions; training; details; distribution of authority and responsibility; adverse actions; awards; merit pay; disciplinary actions; will also monitor all issues/matters referring to affirmative action and work; and assist in developing BIG's position on any legislation or regulation impacting on advancement and employment opportunities of Blacks in government.

- C. **Special Committees:** Special Committees may be established to perform specific functions as required. All Special Committee members shall be elected from the general membership. The Special Committees shall include but not be limited to:

Audit
Nominating
Election

1. **Audit Committee.** This Committee will perform audits required by law, or any other reason. An audit must be conducted, and results reported at the first Chapter meeting of each calendar year. This Committee will have access to all financial records necessary to complete the audit. In the function of the Audit Committee, the size of the Committee will be determined by the Chapter membership. No Officers can be members of this Committee when performing the audit functions.
2. **Nominating Committee.** The Nominating Committee shall be composed of three (3) members from the general membership and elected by the general membership for the purpose of conducting annual Chapter elections. Prepare a slate of eligible candidates for presentation to the Chapter at the November meeting.
3. **Election Committee.** The Election Committee shall be composed of three (3) members from the general membership and elected by the general membership for the purpose of conducting annual Chapter elections; prepare an official ballot of eligible candidates for each office; conduct the actual election of officers in conjunction with the slate officers presented by the Nominating Committee. Present the election results to the membership and provide certification in writing of the results to the Chapter Secretary.

D. **Appointments**

1. **Parliamentarian.** The Parliamentarian shall be appointed by the President and shall give parliamentary opinions upon request.
2. **Historian.** The Historian shall be appointed by the President and shall keep a history of Chapter activities, events, and functions.
3. **Chaplain.** The Chaplain shall be appointed by the President and shall give invocation and/or benediction at chapter meetings, events and functions as requested by the President.

**ARTICLE VI
MEETINGS AND QUORUMS**

- Section 1** In order to conduct Chapter business, the following will be necessary:
- A. Regular meetings shall be held at a time and place determined by the Executive Committee or Membership.
 - B. Special meetings may be called by the President, a majority of the Executive Committee, or any five (5) regular members by request to the President, by request to a majority of the Executive Committee or notification of all financial members, at least five(5) days prior to meeting date.
- Section 2** A quorum of the regular assembly shall consist of seven (7) regular members, at least one of who must be an officer. A quorum must be present before any issue is voted upon.
- Section 3** The Executive Committee meetings shall be held at least quarterly. The time and place of the meetings shall be determined by the Executive Committee.
- Section 4** A quorum of the Executive Committee shall be a simple majority of its members.

**ARTICLE VII
NOMINATIONS, ELECTIONS, TERMS OF OFFICE AND VACANCIES**

- Section 1** **Nominating and Election Committees.** The Nominating Committee, consisting of three (3) members, and the Election Committee, consisting of three (3) members, shall be elected by the general membership at least sixty (60) days prior to the election.
- Section 2** **Nominations.** Nominations for Chapter officers may be submitted to the Nominating Committee at least three (3) weeks prior to the election or may be made from the floor at the general membership meeting held for the election of officers.
- A. The Nominating Committee shall distribute a list of all known candidates for office(s) at least two (2) weeks prior to the election and will accept nominations from the floor.
 - B. The Nominating Committee shall present the slate of nominees for all positions to the general membership prior to the election.
- Section 3** **Elections.** The election of officers shall be at the November meeting of each year.
- A. To be eligible to hold any office, a member in good financial status for one year with the Chapter, Region VI Council, and National organization, shall be eligible to vote and hold any office.
 - B. Election of officers shall be by secret ballot.
 - C. Any candidate receiving a majority of votes shall be declared the winner of said office.
 - D. The Election Committee will ensure that only regular members in good financial standing are provided a ballot, will collect and tally all votes, and report the election results to the general membership.

Section 4 **Term of Office.** All officers shall take office on January 1 of the year following their election. The term of office for all elected officers shall be two (2) years or until their successors are elected. Election of Chapter officers shall alternate for the purpose of maintaining continuity. The offices of President, 2nd Vice President, Secretary and Assistant Treasurer shall be elected for terms beginning in even year; and the office of Executive Vice President, 1st Vice President, Treasurer, and Corresponding Secretary shall be elected for terms beginning in the odd year. Officers elected initially off cycle shall serve for one year and are eligible to serve two (2) two-year terms or four (4) consecutive years. Officers shall serve no more than two (2) two-year terms or four (4) consecutive years in the same office. However, they shall be eligible for election to all other offices.

Section 5 **Vacancies.** Any office may be declared vacant, for cause, upon recommendation of the Executive Committee and/or a two-thirds (2/3) vote of the general membership at any legally held meeting. Vacancies shall be filled by a Special Election at a general membership meeting following the announcement of the vacancy and notification of the membership. Nominations may be made from floor and the election process will be conducted in accordance with Section 3, paragraph A, B, C and D above.

Section 6 Each elected officer shall maintain files and records and shall deliver them to his/her successor upon vacating his/her office.

ARTICLE VIII DUES AND ASSESSMENTS

Section 1 The fiscal year shall be from 1 January to 31 December inclusive.

Section 2 The Chapter dues shall be as set by the membership.

Section 3 The Regional dues shall be as set by the Regional Council.

Section 4 Finances of this Chapter are to be used solely for expenses involved in pursuing the goals and objectives of the organization.

Section 5 The Chapter accounts shall have the name of the President, Executive Vice President, Treasurer and Assistant Treasurer registered, with the requirements that at least one (1) signature and approval by the Chapter President shall be necessary for all disbursement activities in accordance with the Chapter approved budget.

Section 6 All financial liabilities incurred by this Chapter shall remain the responsibility of this Chapter. To insure this, the Finance Committee shall have the responsibility of determining when additional assessments are necessary to cover the cost of Chapter business that exceeds the treasury.

Section 7 All financial reports shall be written and/or electronically submitted to the Chapter membership for acceptance, and be electronically filed for proper record keeping, and to aid chapter annual audit.

Section 8 The Chapter shall keep current, accurate, complete books and records of accounts, and minutes of the proceedings of its members. An annual audit will be performed to ascertain the accuracy and integrity of the books and records.

Section 9 Chapter banking account debit cards will be surrendered to a member of the Executive Committee for destruction upon termination of office.

ARTICLE IX EXPULSIONS, TERMINATIONS OR REMOVALS

Shall be in accordance with Article X of the National Constitution.

ARTICLE X RULES OF PROCEDURE

Rules of procedure as stated in Robert's Rules of Order, Newly Revised, shall govern the Chapter except as otherwise provided herein.

ARTICLE XI INCORPORATION

Section 1 The National Organization of Blacks In Government (BIG) is incorporated as a nonprofit, tax-exempt corporation under the appropriate laws of the District of Columbia.

Section 2 This Chapter is covered under the umbrella of the National Organization.

ARTICLE XII LIMITATION OF LIABILITY

Section 1 **Fiscal Responsibility.** No member of this Chapter shall have authority or power to impose or incur financial liability on the part of the Chapter without the express authority of the membership.

Section 2 **Distribution of Assets and Properties.** There shall be no general distribution of monetary property assets to members or officers of the Chapter, and all gains realized shall be devoted solely to the implementation of the objectives of the Chapter. No member or officer shall be personally liable to the creditors of the Chapter for an indebtedness of liability incurred pursuant to Article VIII, Section 6 of the Bylaws; and all creditors shall look only to the assets of the Chapter for payment.

Section 3 When, and if, this Chapter is voluntarily dissolved, funds remaining after the settlement of all liabilities shall become the property of the Regional Council. If no Regional Council exists, the funds become the property of the National organization. If there is no National organization, all funds and property shall be distributed to such tax-exempt nonprofit organizations as may be selected by the members. The assets of the Chapter shall in no event be distributed to any of its members or officers.

ARTICLE XIII AMENDMENTS

These Bylaws may be amended or altered by two-thirds (2/3)-majority vote of the regular members present at any regular or special meeting of the Chapter.

The proposed amendments must be presented to the membership or to all members in writing thirty (30) days in advance of any vote. Any amendment acted upon shall become effective immediately provided the quorum requirements of Article VI, Section 2 are adhered to and after the approval of the National Board of Directors.

**ARTICLE XIV
RATIFICATION**

These Bylaws become effective upon ratification by a two-thirds (2/3) majority of the regular members at a regular meeting provided the quorum requirements of Article VI, Section 2 are adhered to and are approved by the National Board of Directors.

Ratified At: San Antonio Chapter Meeting	Date: December 20, 2010
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**Dr. EUSTACE S. LEWIS
PRESIDENT
SAN ANTONIO CHAPTER
BLACKS IN GOVERNMENT**

Date

**ALICIA BUTLER
SECRETARY**

AButler

12/10/20

Date

**DIRECTOR
Region VI Council**

**KATHERIN
E CAGE**

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Approved (Final):

**Chair, National Board of Directors
Blacks In Government**

Date

8/20/2021