

Proposed Amendments July 2023

2016	Ratified 2018	2023 Proposed Amendments
<p>PREAMBLE</p> <p>We, the members of the bonafide organization of <u>Council of Hotel and Restaurant Educators of the Philippines</u>, concerned with the general advancement of teaching, learning and individual research in the field of the hospitality <u>and tourism industry and in the assessment of quality education programs</u>, do hereby ordain and promulgate this constitution.</p>	<p>PREAMBLE</p> <p>We, the member of the Council of Hotel and Restaurant Educators of the Philippines, concerned with the general advancement of learning, community outreach and research in the field of the hospitality and tourism hereby ordain and promulgate this constitution.</p>	<p>PREAMBLE</p> <p>We, the members of the Council of Hotel and Restaurant Educators of the Philippines, concerned with the general advancement of teaching, learning, community outreach and research in the field of Hospitality and Tourism, hereby ordain and promulgate this constitution.</p>
<p>ARTICLE I – NAME OF THE ORGANIZATION</p> <p><u>The name of this organization will be the Council of Hotel and Restaurant Educators of the Philippines, herein referred to as the Council. The alternative acceptable name shall be COHREP.</u></p>	<p>ARTICLE I – NAME OF THE ORGANIZATION</p> <p>The name of this organization will be the Council of Hotel and Restaurant Educators for the Philippines, herein referred to as the COHREP</p>	<p>ARTICLE I – NAME OF THE ORGANIZATION</p> <p>The name of this organization will be the Council of Hotel and Restaurant Educators of the Philippines, herein referred to as COHREP.</p>
<p>ARTICLE II: VISION, MISSION AND OBJECTIVES PURPOSES AND OBJECTIVES</p> <p><u>Section 1: Vision - The leading partner of industry and government in the continuous development of quality human resources for the hospitality industry.</u></p>	<p>ARTICLE II – VISION, MISSION AND OBJECTIVES</p> <p>Section 1: Vision – The leading partner of industry and government in the continual development of equality human resources for the hospitality and tourism industry.</p>	<p>ARTICLE II – VISION, MISSION AND OBJECTIVES</p> <p>Section 1: Vision – The leading partner of industry and government in the continual development of quality human resources for the hospitality and tourism industry.</p>
<p><u>Section 2: Mission : To promote teaching excellence in hospitality and tourism</u></p>	<p>Section 2: Mission - To Promote excellence, innovations and collaborations in</p>	<p>**in teaching, instruction, research and community outreach</p>

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<u>education by providing venues to transform educators into confident and values-laden professionals, committed to the development of competent graduates with employable skills.</u>	instruction, community outreach and research in hospitality and tourism education and training, by providing opportunities to transform educators into confident, values-laden professionals, committed to the development of competent graduates with gainful, employable, and entrepreneurial skills.	Section 2: Mission - To Promote excellence, innovations and collaborations in instruction, community outreach and research in hospitality and tourism education and training, by providing opportunities to transform educators into confident, values-laden professionals, committed to the development of competent graduates with gainful, employable, and entrepreneurial skills.
<p><u>Section 3: Objectives (c/o 2008)</u></p> <p>1. <u>General Objectives:</u> to be at the forefront of advocacy for national and international issues affecting hospitality and tourism education and the industry;</p> <p>2. <u>Specific Objectives:</u></p> <ol style="list-style-type: none"> to partner with industry and government in developing qualifications and standards that will ensure the quality of hospitality and tourism education in the country; to support research and creative endeavors in the field of hospitality and tourism education, as well as dissemination of their results, in order to make valuable 	<p>Section 3:</p> <p>General Objectives – To be at the forefront of advocacy for national, regional and global issues affecting education and training in the hospitality and tourism sectors.</p> <p>1. Specific Objectives:</p> <ol style="list-style-type: none"> To be and advocate and partner of industry and government in developing qualifications and standards that will ensure the quality of hospitality and tourism education and training in the country; To Support and initiate research and innovative endeavors in hospitality and tourism education and training. 	<p>Section 3:</p> <p>General Objectives – To be at the forefront of advocacy for national, regional and global issues affecting education and training in the hospitality and tourism sectors.</p> <p>2. Specific Objectives:</p> <ol style="list-style-type: none"> To be and advocate and partner of industry and government in developing qualifications and standards that will ensure the quality of hospitality and tourism education and training in the country; To Support and initiate research and innovative endeavors in hospitality and tourism education and training. To establish and maintain local and global institutional networking and collaborations

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<p>contributions to the existing body of knowledge;</p> <p>c. to establish and maintain local and global institutional linkages in order to cooperatively address relevant issues</p> <p>d. to foster unity and collegiality among members in the pursuit of mutual interests.</p> <p>Or (c/o 2012)</p> <p>1. <u>General Objectives</u> - To act as liaison between and among educational & training institutions and public and private agencies involved in the hospitality and tourism industry;</p> <p>2. <u>Specific Objectives:</u></p> <p>a. To generate a wide acquaintance and closer cooperation among those interested in hospitality and tourism education;</p> <p>b. To provide educational opportunities for</p>	<p>c. To establish and maintain local and global institutional networking and collaborations to initiate and cooperatively address relevant issues;</p> <p>d. To provide a forum for dissemination of ideas and information for the advancement of hospitality and tourism education and training on issues, concerns, trends and topics related to hospitality and tourism in the promotion of excellence and innovation;</p> <p>e. To foster unity and collegiality among members in the pursuit of mutual interest.</p>	<p>to initiate and cooperatively address relevant issues;</p> <p>d. To provide a forum for dissemination of ideas and information for the advancement of hospitality and tourism education and training on issues, concerns, trends and topics related to hospitality and tourism in the promotion of excellence and innovation;</p> <p>e. To foster unity and collegiality among members in the pursuit of mutual interest.</p>

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<p>hospitality and tourism educators who are interested chiefly in particular areas within the general field of hospitality in order to pursue their specialization;</p> <p>c. To provide a forum for the discussion, exchange and dissemination of ideas and information promoting the advancement of tourism and hospitality education on issues, concerns, trends and topics related to hospitality and tourism in the promotion of relevant, excellence;</p> <p>d. To provide opportunities for hospitality and tourism educators to conduct research present and publish scholarly works;</p> <p>e. To foster better understanding, communication</p>		

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<p>and cooperation among educational institutions concerned with hospitality and tourism.</p> <p>f. To support a culture of hospitality and tourism that embodies the value system,</p>		
<p>ARTICLE III – MEMBERSHIP</p> <p>Section 1 The members of the COHREP shall be classified as</p> <ol style="list-style-type: none"> 1. Individual 2. Associate 3. Allied 4. <u>Chapter</u> 5. <u>Lifetime</u> 6. <u>Honorary</u> 	<p>ARTICLE III –MEMBERSHIP</p> <p>Section 1 The members of the COHREP shall be classified as follows:</p> <ol style="list-style-type: none"> 1. Individual <ol style="list-style-type: none"> 1. Educator/Trainer; Lifetime 2. Associate 3. Honorary 	<p>ARTICLE III –MEMBERSHIP</p> <p>Section 1: The members of the COHREP shall be classified as follows:</p> <ul style="list-style-type: none"> ● Individual (Educators, Researchers and Trainers) ● Institutional (School Members) ● Allied (Industry Partners and other Professional Organizations) ● Honorary Members (Exemplary Industry Performance, BOAs)
	<ol style="list-style-type: none"> 2. Institutional <ol style="list-style-type: none"> 1. Education Institution 2. Allied agencies and Professional organizations 3. Chapters 	<p><i>Delete completely as already included in above section</i></p>
<p>Section 2 The basic requirement for any class of membership is that the candidate is</p>	<p>Section 2 The basic requirement for any class of membership is that the candidate is interested and/or engaged in advancing</p>	<p>Section 2: The basic requirement for membership is engagement in the advancement of Hospitality and Tourism.</p>

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<p>interested and/or engaged in advancing <u>hospitality and tourism education.</u></p> <p><u>Section 3</u> Applications for membership shall be filed and processed by the national membership committee.</p> <p><u>Section 4</u> Any member desiring to sever his connections with the Council may present his written resignation to the Board of Directors.</p>	<p>hospitality and tourism education and training.</p>	
	<p>Section 3 Any group of twenty individual <i>educator</i> members from at least five(5) different schools in a region/province/city/sector or professional group may form and apply for recognition as a Chapter</p>	<p>Section 3: Any group of 20 individual <i>educator</i> members from at least five (5) different schools in a region/province/city/sector or professional group may form and apply for recognition as a Chapter.</p>
<p><u>ARTICLE IV – BOARD OF DIRECTORS AND OFFICERS OF THE COUNCIL</u></p> <p><u>Section 1</u> Unless otherwise provided by law, the powers, business and property of the Council shall be</p>	<p>ARTICLE IV – BOARD OF DIRECTORS, OFFICERS OF THE COUNCIL AND BOARD OF ADVISERS</p> <p>Section 1 Unless otherwise provided by law, the powers, business and property of the Council shall be exercised, conducted and controlled by a Board of Directors</p>	<p>ARTICLE IV – BOARD OF DIRECTORS, OFFICERS OF THE COUNCIL AND BOARD OF ADVISERS</p> <p>Section 1: Unless otherwise provided by law, the powers, business and property of the COHREP shall be exercised, conducted and controlled by a Board of Directors</p>

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exercised, conducted and controlled by a Board of Directors.		
Section 2 The Board of Directors shall be composed of fifteen (15) members.	Section 2 The Board of Directors shall be composed of fifteen (15) duly elected members with the immediate past president as ex officio Board member.	Section 2: The Board of Directors shall be composed of fifteen (15) duly elected members with the immediate past president as ex officio Board member.
<u>Section 3 The members of the Board of Directors shall elect from among themselves, the following officers of the Council:</u> <ul style="list-style-type: none"> ● <u>Chairperson/President</u> ● <u>Vice President</u> ● <u>Secretary</u> ● <u>Treasurer</u> ● <u>Public Relations Officer</u> ● <u>Auditor</u> 		Section 3: The members of the Board of Directors shall elect from among themselves, the following officers of the Council: <ul style="list-style-type: none"> ● President ● Internal Vice President ● External Vice President ● Secretary ● Finance Officer ● Public Relations Officer ● Auditor
<u>Section 4 The Board may appoint such other positions from among themselves that they may deem necessary in the discharge of their functions.</u>	Section 4. The Board of Directors may appoint such other positions from among themselves that they may deem necessary in the discharge of their functions.	Section 4: The Board of Directors may appoint other positions from among themselves that they deem necessary in the discharge of their functions.
	Section 5 The Board of Advisers will consist of past presidents of the Council <i>who have served for the least one full term.</i>	Section 5: The Board of Advisers will consist of past presidents of COHREP <i>who have served for the least one full term.</i>

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	<i>Board of Advisers may be asked to perform special assignments, or serve/participate in committees</i>	<i>Board of Advisers may be asked to perform special assignments, or serve/participate in committees.</i>
<p><u>Section 2</u> The Board of Directors shall constitute the following committees:</p> <ul style="list-style-type: none"> a. Executive Committee b. Standing Committees <ul style="list-style-type: none"> 1. Membership 2. Strategic Planning 3. Ways and Means 4. Education 5. Ethics 6. Outreach 7. <u>Publications</u> 8. <u>Annual convention</u> 9. <u>Board of Advisers</u> c. Adhoc Committees <ul style="list-style-type: none"> 1. Awards Committee 2. <u>And such other committees as it may deem necessary to carry out the</u> 	<p>Section 6 The Board of Directors shall continue the following committees:</p> <ul style="list-style-type: none"> a. Executive Committee b. Standing Committee <ul style="list-style-type: none"> 1. Membership 2. Ways and Means 3. Education 4. Ethics 5. Community and Extension 6. Research and Publications c. AdHoc or Social Committees – as deemed necessary to carry out the Council's objectives, such as Election, Awards, Constitution and By Laws. 	<p>Section 6: The Board of Directors shall constitute the following committees:</p> <ul style="list-style-type: none"> a. Executive Committee b. Standing Committee <ul style="list-style-type: none"> 1. Membership 2. Ways and Means 3. Education 4. Ethics 5. Community and Extension 6. Research and Publications 7. Constitution and Bylaws c. Adhoc or Social Committees – as deemed necessary to carry out the COHREP'S objectives, such as Election, Awards, Constitution and By Laws.

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<u>Council's objectives.</u>		
	Section 7 Any member of the Board of Directors, in a formal Board meeting, may ask for a "vote of confidence" for any Board officer of Committee Chair, when deemed to have a justifiable cause. Due process will be followed. If vote of confidence is less than a majority vote of 50% plus 1, the position shall be declared vacant and an election for the vacant position shall be done immediately.	Section 7: Any member of the Board of Directors, in a formal Board meeting, may ask for a "vote of confidence" for any Board member , when deemed to have a justifiable cause. Due process will be followed. If vote of confidence is less than a majority vote of 50% plus 1, the position shall be declared vacant and an election for the vacant position shall be done immediately.
<u>ARTICLE V – DUES</u> <u>Section 1</u> The dues for members shall be set by the Board of Directors. <u>Section 2</u> There will be <u>membership fee sharing between national council and chapter.</u>	<u>ARTICLE V – DUES</u> Section 1 The dues for members shall be set by the Board of Directors.	<u>ARTICLE V – DUES</u> Section 1 The dues for members shall be set by the Board of Directors.
<u>ARTICLE VI – MEETING OF MEMBERS</u> <u>Section 1</u> The Council shall hold general meetings at least twice a year.	<u>ARTICLE VI – MEETING OF MEMBERS</u> Section 1 The Council shall hold general membership meetings at least twice a year.	<u>ARTICLE VI – MEETING OF MEMBERS</u> Section 1: COHREP shall hold general membership meetings at least twice a year.
Section 2. There will be monthly board meetings.	Section 2 There will be at least six (6) board meetings annually.	Section 2: There will be at least six (6) board meetings annually.

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Section 3	Special meetings may be called as needed.	Section 3 Special meetings may be called as needed.	Section 3: Special meetings may be called as needed.
Section 7	Minutes of all meetings shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings.	Section 4 Minutes of all meetings shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings.	Section 4: Minutes of all meetings shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings.
Section 8	During the General membership meetings, the President will present an accomplishment report and the Treasurer, the current financial standing of the Council to the members.	Section 5 During the General Membership meetings, the President shall present an accomplishment report. In the same meeting, the Treasurer shall present the current financial standing of the Council	Section 5: During General Membership meetings, the President shall present an accomplishment report. In the same meeting, the Finance Officer shall present the current financial standing of COHREP .
ARTICLE IX NOMINATIONS AND ELECTIONS		ARTICLE IX – NOMINATIONS AND ELECTIOS	ARTICLE IX – NOMINATIONS AND ELECTIONS
Section 1	Elections shall be held every two (2) years during the general meeting held during the first quarter of the election year.	Section 1 Elections shall be held every two years during the general meeting to be held in the first quarter of the election year. <i>of elected Board of Directors shall be for 2 years</i>	Section 1: Elections shall be held every two (2) years, at every even numbered year, during the general meeting to be held in the first quarter of the election year. <i>Term of office of elected Board of Directors shall be for 2 years, starting from the next two years after the election.</i>

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<u>Section 2</u> Elections shall be held by secret ballot <u>or a process as determined</u> by the Nomination Committee.	Section 2 Elections shall be held by secret ballot or a process as determined by the Nomination and Election Committee with approval of the Board of Directors	Section 2 Elections shall be held by secret ballot or a process as determined by the Nomination and Election Committee with approval of the Board of Directors
<u>Section 3</u> Election of the new Board of Directors is made a year prior to the end of their term of office	Section 3 Election of the new Board of Directors is made a year prior to the end of the term of office of the current Board.	Section 3 Election of the new Board of Directors is made a year prior to the end of the term of office of the current Board.
<u>Section 4</u> The Board of Advisers will be convened as Nomination Committee six months before elections.	Section 4 The Nomination and Election Committee shall be appointed by the Board at least six (6) months before the election.	Section 4: The Nomination and Election Committee shall be appointed by the Board of Directors at least six (6) months before the election. Thus, a call for nomination shall immediately follow.
<u>Section 5</u> Nominations are submitted to the Nominations Committee. The Nominations Committee prepares a list of eligible nominees.		Section 5: Nominations are submitted to the Nomination and Election Committee. The Committee prepares a list of eligible candidates.
<u>Section 6</u> Canvassing of votes shall be done in the presence of the members of the Council.		Section 6: Canvassing of votes shall be done in the presence of the members of COHREP..
<u>Section 7</u> The Nominations Committee shall prepare a written report on the votes garnered, from the top to the nth ranking nominee.		Section 7: The Nomination and Election Committee shall prepare an official report on the votes garnered, from the top to the nth ranking candidate and submit to the Board of Directors of COHREP.
ARTICLE X SEAL The Council shall bear the following	ARTICLE X – SEAL The Council shall bear the following inscriptions and the year of its founding:	ARTICLE X – SEAL COHREP shall bear the following inscriptions and the year of its founding:

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<p>inscriptions and the year of its founding:</p> <p><u>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC.”</u></p> <p><u>“MCMXCI”</u></p>	<p>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC.”</p>	<p>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC. MCMXCI”</p>
<p>ARTICLE XI FISCAL YEAR</p> <p>The fiscal year of the Council shall begin on the first day of January and end on the thirty first day of December of the year.</p>	<p>ARTICLE XI – FISCAL YEAR</p> <p>The fiscal year of the Council shall begin on the first day of January and end on the thirty first day of December of the same year.</p>	<p>ARTICLE XI – FISCAL YEAR</p> <p>The fiscal year of COHREP shall begin on the first day of January and end on the thirty first day of December of the same year.</p>
<p>ARTICLE XII AMENDMENTS</p> <p><u>These By-Laws of the Council may be amended by the majority vote (50% plus one member) of the regular members of the Council, at the annual meeting or a special meeting duly called for the purpose.</u></p>	<p>ARTICLE XII – AMENDMENTS</p> <p>The Constitution of the Council may be amended by the majority vote (50% plus one member) of the regular members of the Council, at the annual meeting or a special meeting duly called for the purpose.</p>	<p>ARTICLE XII – AMENDMENTS</p> <p>The Constitution of COHREP may be amended by the majority vote (50% plus one member) of the regular members of COHREP, at the annual meeting or a special meeting duly called for the purpose.</p>
<p>ARTICLE X1II</p> <p>Adopted the _____ day of _____ 20____ in _____</p> <p>signed members representing a majority of the members of the association in a special meeting duly held for the purpose.</p>	<p>ARTICLE XIII</p> <p>Adopted the 30 day of January 2018 in Manila, Philippines signed members representing majority of the members of the association in a special meeting duly held for the purpose.</p>	<p>ARTICLE XIII</p> <p>Adopted the ____ day of ____ 2023 in Manila, Philippines signed members representing majority of the members of the association in a special meeting duly held for the purpose.</p>

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By-Laws - more specific guidelines

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<p>ARTICLE I – NAME OF THE ORGANIZATION</p> <p>The name of this organization will be the Council of Hotel and Restaurant Educators of the Philippines, herein referred to as the Council. The alternative acceptable name shall be COHREP.</p>	<p>ARTICLE I – <u>NAME OF THE ORGANIZATION</u></p> <p><u>The name of this organization will be the Council of Hotel and Restaurant Educators of the Philippines, herein referred to as the Council. The alternative acceptable name shall be COHREP</u></p>	<p>ARTICLE I – NAME OF THE ORGANIZATION</p> <p>The name of this organization will be the Council of Hotel and Restaurant Educators of the Philippines, Inc. The alternative acceptable name shall be COHREP.</p>
<p>ARTICLE II – MEMBERSHIP</p> <p>Section 1 The basic requirement for any class of membership is that the candidate is interested and/or engaged in advancing hospitality and tourism education, by advancing the theory, philosophy, and research and publication of the objectives of the Council.</p>	<p>ARTICLE II – MEMBERSHIP</p> <p>Section 1 The basic requirement for any class of membership is that the candidate is interested and/or engaged in advancing hospitality and tourism education, by advancing the theory, philosophy, and research and publication of the objectives of the Council.</p>	<p>ARTICLE II – MEMBERSHIP</p> <p>Section 1 The basic requirement for any membership is that the candidate is interested and/or engaged in the advancement of the hospitality and tourism sector and the philosophy and objectives of COHREP.</p>
<p>Section 2 The members of the COHREP shall be classified as</p> <ol style="list-style-type: none"> Individual Institutional Associate Allied Honorary Lifetime Chapter 	<p>Section 2</p> <p>The members of the COHREP shall be classified as</p> <ol style="list-style-type: none"> Individual <ol style="list-style-type: none"> Educator/trainer; Lifetime Associate Honorary Institutional <ol style="list-style-type: none"> Educational institution Allied 	<p>Section 2</p> <ol style="list-style-type: none"> Individual (Educators, Researchers and Trainers) Institutional (School Members) Allied (Industry Partners and other Professional Organizations) Honorary Members (Exemplary Industry Performance, BOAs)

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<p>Section 3 The types of memberships and the qualifications are as follows:</p> <p>a. Individual members shall be those persons who are:</p> <ol style="list-style-type: none"> 1) educators or administrators from a government recognized educational institution granting training certificates, associate, baccalaureate, graduate degrees in Hospitality or Tourism related programs; 2) practitioners in the hospitality or tourism industry who used to teach hospitality or tourism students for at least a year. 3) This member can be nominated as a board member and have voting rights. 	<p>Section 3</p> <p>The types of memberships and the qualifications are as follows:</p> <ol style="list-style-type: none"> 1. Individual members shall be Educators or administrators from a government recognized educational institution granting certificate, diploma,, associate, baccalaureate, graduate degrees teaching in a Hospitality or Tourism related programs. This member may be nominated and elected as a board member. 	<p>Section 3</p> <p>The types of memberships and the qualifications are as follows:</p> <ol style="list-style-type: none"> 1. Individual members shall be Educators from a government recognized educational institution granting certificate, diploma,, associate, baccalaureate, graduate degrees teaching in a Hospitality or Tourism related programs. This member may be nominated and elected as a board member.
<p>f. Lifetime members shall be those persons who have rendered ten (10) years of outstanding service to the association either as an officer or member. The board will pass a resolution to award this membership. Such a member will enjoy “free membership” once awarded by the board. However, he/she cannot be nominated as a board member, but can vote during elections.</p>	<ol style="list-style-type: none"> 2. Lifetime members shall be those persons who have rendered ten (10) years of outstanding service to the association either as an officer or member. The board will pass a resolution to award this membership. Such a member will enjoy “free membership” once awarded by the board. However, he/she cannot be nominated as a board member, but can vote during elections. 	<ol style="list-style-type: none"> 2. Honorary members shall be those persons who have rendered outstanding service to the association either as an officer or member. The membership committee will initiate the review of the roster which includes the outstanding members of COHREP. The board will pass a resolution to award this membership. Such a member will enjoy “free membership” once awarded by the board. However, he/she cannot be nominated as a board member, but can vote during elections. Such nominations shall be approved by a two-thirds (2/3) vote of the members of the Board of Directors. This type

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		of membership cannot be nominated as a board member, and has no voting rights. Awarding of Lifetime members will be given during the Annual Conference.
<p>c. Associate members shall be those persons/institutions who are:</p> <ol style="list-style-type: none"> 1) practitioners in the hospitality or tourism industry; 2) representatives of government related agencies like DepEd, DOT, CHED, TESDA and other hospitality and tourism related agencies; 3) This type of member cannot be nominated as a board member, but can vote during elections. 	<p>3. Associate members shall be those persons/institutions who are:</p> <ol style="list-style-type: none"> a. practitioners in the hospitality or tourism industry who are teaching hospitality or tourism related courses; b. representatives of government related agencies like DepEd, DOT, CHED, TESDA and other hospitality and tourism related agencies; <p>This type of member cannot be nominated as a board member, but can vote during elections.</p>	<p>3. Associate members shall be those persons/institutions who are:</p> <ol style="list-style-type: none"> a. Practitioners in the hospitality or tourism industry b. representatives of government related agencies like DepEd, DOT, CHED, TESDA and other hospitality and tourism related agencies; c. This type of member cannot be nominated as a board member, but can vote during elections.
<p>e. Honorary members shall be those persons who are invited by the Council to become such because of exceptional and outstanding contributions to the development and growth of the hospitality or tourism industries and educational institutions. Such nominations shall be approved by a two-thirds (2/3) vote of the members of the Board of Directors. This type of membership cannot be nominated as a board member, and has no voting rights.</p>	<p>4. Honorary members shall be those persons who are invited by the Council to become such because of exceptional and outstanding contributions to the development and growth of the hospitality or tourism industries and educational institutions. Such nominations shall be approved by a two-thirds (2/3) vote of the members of the Board of Directors. This type of membership cannot be nominated as a board member, and has no voting rights.</p>	Chapter deleted

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<p>b. Institutional members shall be those institutions, associations or corporations that are government recognized educational institution granting training certificates, associate, baccalaureate, graduate degrees in Hospitality or Tourism related programs</p> <p>An institutional member shall appoint an official representative and an alternate representative. Such appointment shall be done in writing by the duly constituted authority of the institution. This official representative will enjoy the benefits and privileges of an individual member.</p>	<p>4. Institutional members shall be those institutions, associations or corporations that are government recognized issuing training certificates, associate, baccalaureate, graduate degrees in Hospitality or Tourism related programs</p> <p>An institutional member shall appoint an official representative and an alternate representative who is involved in Hospitality and Tourism education as an educator and/or administrator. Such appointment shall be done in writing by the duly constituted authority of the institution. This official representative will enjoy the benefits and privileges of an individual member.</p>	<p>4. Institutional members shall be those institutions, associations or corporations that are government recognized issuing training certificates, associate, baccalaureate, graduate degrees in Hospitality or Tourism related programs</p> <p>An institutional member shall appoint an official representative and an alternate representative who are officially part of the institution. Such appointment shall be done in writing by the duly constituted authority of the institution. This official representative will enjoy the benefits and privileges of an individual member.</p> <p>Changes in official and alternate representation should be submitted to COHREP secretariat as soon as possible.</p>
<p>d. Allied members shall be those persons/institutions who are</p> <ol style="list-style-type: none"> 1) SEC/DTI registered tourism related agencies involved in the promotion and advancement of hotel and restaurant education in the Philippines 2) entrepreneurs in the hotel and restaurant industry, that provide products and services 3) This type of member cannot be nominated as a board member, but can vote during elections. 	<p>5. Allied members shall be those persons/institutions who are</p> <ol style="list-style-type: none"> 1) SEC/DTI registered tourism related agencies involved in the promotion and advancement of hotel and restaurant education in the Philippines 2) entrepreneurs in the hotel and restaurant industry, that provide products and services <p>This type of member cannot be nominated as a board member, but can vote during elections.</p>	<p>5. Allied members shall be those persons/institutions who are</p> <ol style="list-style-type: none"> 1) SEC/DTI registered tourism related agencies involved in the promotion and advancement of hospitality and tourism education in the Philippines 2) Entrepreneurs and business owners in the hospitality and tourism industry, that provide products and services <p>This type of member cannot be nominated as a board member, but can vote during elections.</p>

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<p>g. Chapter members shall be organized educators/administrators and/or federation students in a region/province/special interest group that are federated with the mother organization.</p> <p>This may be organized by at least 20 members from 5 training centers/ colleges/ universities offering hospitality and/or tourism programs. Chapters shall pattern their constitution and by-laws after the mother organization.</p> <p>Additional provisions may be included to address the needs of the chapter, provided that these are not contradictory to the constitution and by-laws of COHREP. The adoption of such additional provisions shall follow proper procedures, i.e. the majority rule.</p>	<p>6. Chapter members shall be organized educators/administrators and/or federation students in a region/province/special interest group that are federated with the mother organization.</p> <p>This may be organized by at least 20 members from 5 training centers/ colleges/ universities offering hospitality and/or tourism programs. Chapters shall pattern their constitution and by-laws after the mother organization.</p> <p>Additional provisions may be included to address the needs of the chapter, provided that these are not contradictory to the constitution and by-laws of COHREP. The adoption of such additional provisions shall follow proper procedures, i.e. the majority rule.</p>	<p>6. Chapter members shall be organized educators in a region/province/special interest group that are federated with the mother organization.</p> <p>This may be organized by at least 20 indivisual members from 5 institutional members. Chapters shall pattern their constitution and by-laws after the mother organization.</p> <p>Additional provisions may be included to address the needs of the chapter, provided that these are not contradictory to the constitution and by-laws of COHREP. The adoption of such additional provisions shall follow proper procedures, i.e. the majority rule.</p>
<p>Section 4 Applications for Individual, Institutional, Associate, Allied and Chapter membership shall be filed and processed by the Membership Committee. Final approval for membership shall be by action of the Board of Directors.</p>	<p>Section 4 Applications for membership shall be filed and processed by the Membership Committee. Final approval for membership shall be by action of the Board of Directors.</p>	<p>Section 4 Applications for membership shall be filed and processed by the Membership Committee. Final approval for membership shall be by action of the Board of Directors.</p>
<p>Section 5 Members shall have the right to attend meetings and conferences of the Council, and shall be entitled to participate in the deliberation at such meetings and conferences.</p>	<p>Section 5 Members shall have the right to attend meetings and conferences of the Council, and shall be entitled to participate in the deliberation at such meetings and conferences.</p>	<p>Section 5 Members shall have the right to attend and participate in the meetings, conferences and other programs and projects of COHREP.</p>

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2016	Ratified 2018	Proposed Amendments
Section 6 Membership in the Council shall automatically cease upon conviction in a court of justice for unprofessional conduct and malpractice.	Section 6 Membership in the Council shall automatically cease upon conviction in a court of justice for unprofessional conduct and malpractice.	Section 6 Membership in COHREP shall automatically cease upon conviction in a court of justice for unprofessional conduct and malpractice.
Section 7 All new members will take their oath of membership during the annual convention. Newly recognized chapters will be issued their chapter recognition, certificate and banner during the same event.	Section 7 All new members will take their oath of membership during any official COHREP meeting. Newly recognized chapters will be issued their chapter recognition, certificate and banner during the same event.	Section 7 All new members will take their oath of membership during any official COHREP meeting. Newly recognized chapters will be issued their chapter recognition, certificate and banner during Annual Convention.
Section 8 Duties and Responsibilities of the Members - A member shall have the following duties and responsibilities: 1. To obey and comply with the by-laws, rules and regulations that may be promulgated by the Council; 2. To attend all meetings that may be called by the Board of Directors; 3. To pay membership dues and other assessments of the association; and 4. To be willing to accept committee assignments and other tasks that maybe requested by the Board.	Section 8 Duties and Responsibilities of the Members - A member shall have the following duties and responsibilities: 1. To obey and comply with the by-laws, rules and regulations that may be promulgated by the Council; 2. To attend all meetings that may be called by the Board of Directors; 3. To pay membership dues and other assessments of the association; and 4. To be willing to accept committee assignments and other tasks that maybe requested by the Board.	Section 8 Duties and Responsibilities of the Members - A member shall have the following duties and responsibilities: 1. To obey and comply with the Constitution and by-laws, rules and regulations that may be promulgated by COHREP ; 2. To attend all meetings that may be called by the Board of Directors; 3. To pay membership dues and other assessments of the association; and 4. To be willing to accept committee assignments and other tasks that may be requested by the Board.

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<p>Section 9 Duties and Responsibilities of Chapters - following obligations to the Mother Council:</p> <p>1. To submit the following reports:</p> <ul style="list-style-type: none"> a. List of officers with contact details within one month after the elections; b. Secretariat information within one month after the election; c. Annual plans within the first quarter of the fiscal year; d. Annual report of accomplishments within the last quarter of the fiscal year; e. Bi-annual financial reports of the fiscal year; and f. Compilation of minutes of meetings; <p>2. Communicate regularly with assigned national Board Director in Charge.</p> <p>3. Chapters who fail to comply with these obligations are subject to disciplinary actions prescribed by the board.</p>	<p>Section 9 Duties and Responsibilities of Chapters - following obligations to the Mother Council:</p> <p>1. To submit the following reports:</p> <ul style="list-style-type: none"> a. List of officers with contact details within one month after the elections; b. Secretariat information within one month after the election; c. Annual plans within the first quarter of the fiscal year; d. Annual report of accomplishments within the last quarter of the fiscal year; e. Bi-annual financial reports of the fiscal year; and f. Compilation of minutes of meetings; <p>2. Communicate regularly with assigned national Board Director in Charge.</p> <p>3. Chapters who fail to comply with these obligations are subject to disciplinary actions prescribed by the board.</p>	<p>Section 9 Duties and Responsibilities of Chapters - following obligations to the Mother Council:</p> <p>1. To submit the following reports:</p> <ul style="list-style-type: none"> g. List of officers with contact details within one month after the elections; h. Secretariat information within one month after the election; i. Annual plans at least a month before the start of the fiscal year; j. Annual report of accomplishments will be reported within the end of the fiscal year; k. Bi-annual financial reports of the fiscal year; and l. Compilation of minutes of meetings; m. make request for the use of COHREP Official Receipt when needed, and comply with requirements and guidelines subject to the submission of an audited Financial Statement;

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		<p>2. Communicate regularly with assigned national Board Director in Charge. and secure approval for activities undertaken by the chapter at least two months before the schedule.</p> <p>3. Chapters who fail to comply with these obligations are subject to disciplinary actions prescribed by the board.</p> <p>4. Assigned BDIC to guide and monitor submission of all required documents, and chapter requirements i.e 20 members from 5 institutions.</p> <p>5. National secretariat to provide updates on Chapter report submissions for renewal of chapter recognition.</p>

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2016	Ratified 2018	Proposed Amendments
<p>Section 10 Any member desiring to sever his connections with the Council may present his resignation to the Board of Directors. The suspension, expulsion and termination of membership, shall be in accordance with the rules and regulations of the Council. Any member of the association may file charges against a member by filing a written complaint with the President. The president shall forward the complaint to the Ethics Committee, who will investigate the complaint and resolve the case within an acceptable time period. The results are submitted to the Board of Directors who shall consider the charges and the recommendation of the Ethics Committee. The affirmative vote of 1/3 of the Board shall be necessary to suspend a member; and a 2/3 shall be necessary to expel a member.</p>	<p>Section 10 Any member desiring to sever his connections with the Council may present his resignation to the Board of Directors. The suspension, expulsion and termination of membership, shall be in accordance with the rules and regulations of the Council. Any member of the association may file charges against a member by filing a written complaint with the President. The president shall forward the complaint to the Ethics Committee, who will investigate the complaint and resolve the case within an acceptable time period. The results are submitted to the Board of Directors who shall consider the charges and the recommendation of the Ethics Committee. The affirmative vote of 1/3 of the Board shall be necessary to suspend a member; and a 2/3 shall be necessary to expel a member.</p>	<p>Section 10 Any member desiring to sever connections with COHREP may submit a letter to the Board of Directors. The suspension, expulsion and termination of membership, shall be in accordance with the rules and regulations of the COHREP. Any member of the association may file charges against a member by filing a written complaint with the President. The president shall forward the complaint to the Ethics Committee, who will investigate the complaint and resolve the case within a month. The results are submitted to the Board of Directors who shall consider the charges and the recommendation of the Ethics Committee. The affirmative vote of 1/3 of the Board shall be necessary to suspend a member; and a 2/3 shall be necessary to expel a member.</p>
<p>ARTICLE III- BOARD OF DIRECTORS AND OFFICERS OF THE ASSOCIATION</p> <p>Section 1 Unless otherwise provided by law, the powers, business and property of the Council shall be exercised, conducted, and controlled by a Board of Directors.</p>	<p>ARTICLE III- BOARD OF DIRECTORS AND OFFICERS OF THE ASSOCIATION</p> <p>Section 1 Unless otherwise provided by law, the powers, business and property of the Council shall be exercised, conducted, and controlled by a Board of Directors.</p>	<p>ARTICLE III- BOARD OF DIRECTORS AND OFFICERS OF THE ASSOCIATION</p> <p>Section 1 Unless otherwise provided by law, the powers, business and property of the COHREP shall be exercised, conducted, and controlled by a Board of Directors.</p>

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2016	Ratified 2018	Proposed Amendments
Section 2 The Board of Directors shall be composed of fifteen (15) members to be elected every two (2) years at the general meeting of the Council in the manner provided by law, and shall hold office until their successors are elected and qualified. The immediate past president shall sit as ex-officio member of the Board with advisory and consultative functions.	Section 2 The Board of Directors shall be composed of fifteen (15) members to be elected every two (2) years at the general meeting of the Council in the manner provided by law, and shall hold office until their successors are elected and qualified. The immediate past president shall sit as ex-officio member of the Board with advisory and consultative functions.	Section 2 The Board of Directors shall be composed of fifteen (15) members to be elected every two (2) years, (odd year) at the general meeting of the COHREP in the manner provided by law, and shall hold office until their successors are elected and qualified. The immediate past president shall sit as ex-officio member of the Board with consultative functions, no voting rights and can be assigned tasks by the BOD.
Section 3 The members of the Board of Directors shall elect from among themselves, the following officers of the Council: President, a Vice President, a Secretary, a Treasurer, a Public Relations Officer and an Auditor.	Section 3 The incumbent President must convene the Board Elect no later than six (6) months before they assume their office to elect the officers. The members of the Board of Directors shall elect from among themselves, the following officers of the Council: President, a Vice President, a Secretary, a Treasurer, a Public Relations Officer and an Auditor.	Section 3 The incumbent President must convene the Board Elect no later than six (6) months before they assume their office to elect the officers. The members of the Board of Directors shall elect from among themselves, the following officers of the COHREP: President, Vice Presidents for Internal and External, Secretary, Finance Officer, Public Relations Officer and an Auditor.

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	<p>Section 15 The Incumbent President shall organize a strategic planning workshop with the current and incoming board members. This will be the basis for the activities and monitoring of accomplishments during the two year term. Foremost is the utilization of “zero-based budgeting” where projected revenues will be utilized to fund the planned activities of the various committees. Community Outreach activities of the Council should allocate minimum of 3 % of any gross revenue generating activity. Community outreach can be scholarship, training, etc</p>	<p>This can be done within 6 months prior to the assumption of office?</p> <p>Section 15 The Incumbent President shall organize a strategic planning workshop with the current and incoming board members last quarter of the fiscal year before assuming office. This will be the basis for the activities and monitoring of accomplishments during the two year term. Foremost is the utilization of “zero-based budgeting” where projected revenues will be utilized to fund the planned activities of the various committees. Community Outreach activities of the COHREP should allocate a minimum of 3 % of any gross revenue generating activity, for national and chapter events. Community outreach can be scholarship, training, etc can be conducted at least once every year.</p>
<p>Section 4 The Board may appoint such other positions from among themselves such as Assistant Secretary, Assistant Treasurer, and others that they may deem necessary in the discharge of their functions.</p>	<p>Section 4 The Board may appoint such other positions from among themselves such as Assistant Secretary, Assistant Treasurer, and others that they may deem necessary in the discharge of their functions.</p>	<p>Section 4 The Board may appoint such other positions from among themselves such as Assistant Secretary, Assistant Treasurer, and others that they may deem necessary in the discharge of their functions.</p> <p>A secretariat is appointed by the President who will define the scope and limitations of this position. The designated Secretariat will work closely with the Secretary with regards to archiving of documents and other administrative functions and duties that may be assigned by the President.</p>

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2016	Ratified 2018	Proposed Amendments
<p>Section 5 Duties and Responsibilities</p> <p>a. The President shall:</p> <ol style="list-style-type: none"> 1) Act as chief executive officer of the Council and head of the Board of Directors; 2) Preside at all meetings of the Council and of the Board of Directors; 3) Represent the Council on matters authorized by the Council or the Board of Directors; 4) Countersign, sign and endorse together with the Treasurer, all checks, bills and other negotiable instruments of the Council; 5) Perform such other duties as may be prescribed by the Board of Directors. 	<p>Section 5 Duties and Responsibilities</p> <p>a. The President shall:</p> <ol style="list-style-type: none"> 1) Act as chief executive officer of the Council and head of the Board of Directors; 2) Preside at all meetings of the Council and of the Board of Directors; 3) Represent the Council on matters authorized by the Council or the Board of Directors; 4) Countersign, sign and endorse together with the Treasurer, all checks, bills and other negotiable instruments of the Council; 5) Perform such other duties as may be prescribed by the Board of Directors. 	<p>Section 5 Duties and Responsibilities</p> <p>a. The President shall:</p> <ol style="list-style-type: none"> 1) act as chief executive officer of the COHREP and head of the Board of Directors; 2) orient Board of Directors on duties and responsibilities as prescribed by the constitution; 3) preside at all meetings of the COHREP and of the Board of Directors; 4) represent the COHREP on matters authorized by the COHREP or the Board of Directors; 5) countersign, sign and endorse together with the Finance Officer, all checks, bills and other negotiable instruments of the COHREP; 6) ensures all statutory and regulatory requirements are complied with as needed; 7) perform other related duties as may be prescribed by the Board of Directors.

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2016	Ratified 2018	Proposed Amendments
<p>The Vice-President shall:</p> <ol style="list-style-type: none"> 1) familiarize himself with the duties of the President and the activities of all committees; 2) act as President in the event of the absence or temporary disability of the President, and succeed to the office of the President in case of permanent vacancy; 3) assist the President in the discharge of his duties; 4) perform such other duties as may be prescribed by the Board of Directors. 	<p>b. The Vice-President shall:</p> <ol style="list-style-type: none"> 1) familiarize himself with the duties of the President and the activities of all committees; 2) act as President in the event of the absence or temporary disability of the President, and succeed to the office of the President in case of permanent vacancy; 3) assist the President in the discharge of his duties; 4) perform such other duties as may be prescribed by the Board of Directors. 	<p>b. The Vice-President Internal shall:</p> <ol style="list-style-type: none"> 1) familiarize with the duties of the President and the activities of all committees; 2) serve in acting capacity in the absence of the President for internal activities i.e. meetings, GMM, and the like; 3) assist the President in the discharge of his duties; 4) monitor accomplishments of various committees ; 5) perform other related duties as may be prescribed by the Board of Directors.
		<p>b. The Vice-President External shall:</p> <ol style="list-style-type: none"> 1) familiarize with the duties of the President and the activities of all committees; 2) act as official alternate of the President in external events and activities ; 3) report to the Board updates on attendance and accomplishments in various events and activities; 4) conduct general orientation for all chapter officers on constitution and by-laws, operations, and activities of a chapter; 5) Act as liaison officer between COHREP and the public as well as other professional and government, non-government agencies/ establishments. 6) perform other related duties as may be prescribed by the Board of Directors.

2016	Ratified 2018	Proposed Amendments
<p>c. The Secretary shall:</p> <ol style="list-style-type: none"> 1) keep the minutes of all meetings and proceedings of the Council and the Board of Directors; 2) have the custody of the seal of the Council and the list of names and addresses of the members as well as other records and papers of the Council; 3) monitor attendance records of board members during board meetings; 4) perform such other duties as may be prescribed by the Board of Directors 	<p>c. The Secretary shall:</p> <ol style="list-style-type: none"> 1) keep the minutes of all meetings and proceedings of the Council and the Board of Directors; 2) have the custody of the seal of the Council and the list of names and addresses of the members as well as other records and papers of the Council; 3) monitor attendance records of board members during board meetings; 4) perform such other duties as may be prescribed by the Board of Directors 	<p>c. The Secretary shall:</p> <ol style="list-style-type: none"> 1) keep the minutes of all meetings, proceedings and records of COHREP and the Board of Directors; 2) act as custodian of documents, inventory and the seal of COHREP 3) maintain an updated list of members and partners including the names and addresses of the members as well as other records and papers of COHREP, complying with the Data Privacy Act provisions; 3) monitor attendance records of board members during board meetings; 4) prepare and send notice of meetings to Board of Directors ; 5) prepare and bind minutes for the year, as part of documentation; 6) coordinate with the Secretariat for safekeeping of all relevant documentation. 7) perform other related duties as may be prescribed by the Board of Directors

2016	Ratified 2018	Proposed Amendments
<p>The Treasurer shall:</p> <ol style="list-style-type: none"> 1) act as custodian of the funds of the Council; 2) assume responsibility in keeping accurate accounts of all receipts and disbursements and books belonging to the Council; 3) make disbursements approved by the Board of Directors; 4) collect all dues and all other money paid or belonging to the Council; 5) render a semi-annual statement of income and expenditures to the Board of Directors and an annual report to the members of the Council or whatever required to do by the Board of Directors; 6) sign, countersign or endorse together with the President, all checks, bills and negotiable instruments of the Council; 7) post a bond to be fixed by the Board of Directors; 8) perform such other duties as may be prescribed by the Board of Directors. 	<p>d. The Treasurer shall:</p> <ol style="list-style-type: none"> 1) act as custodian of the funds of the Council; 2) assume responsibility in keeping accurate accounts of all receipts and disbursements and books belonging to the Council; 3) make disbursements approved by the Board of Directors; 4) collect all dues and all other money paid or belonging to the Council; 5) render a semi-annual statement of income and expenditures to the Board of Directors and an annual report to the members of the Council or whatever required to do by the Board of Directors; 6) sign, countersign or endorse together with the President, all checks, bills and negotiable instruments of the Council; 7) perform such other duties as may be prescribed by the Board of Directors. 	<p>d. The Financial Officer shall:</p> <ol style="list-style-type: none"> 1) act as custodian of the funds of COHREP; 2) assume responsibility in keeping accurate accounts of all receipts and disbursements and books belonging to COHREP; 3) make disbursements approved by the Board of Directors; 4) collect all dues and all other money paid or belonging to the COHREP; 5) subject all financial transactions to a monthly internal audit, and yearly external audit; 6) submit a monthly statement of income and expenditures to the Board of Directors and an annual report to the members of COHREP or whatever is required by the Board of Directors; 7) sign, countersign or endorse together with the President and Vice President Internal, all checks, bills and negotiable instruments of COHREP; 8) Submit all yearly requirements to SEC i.e. Audited FS, GIS, and other requirements to other government agencies ; 9) perform other related duties as may be prescribed by the Board of Directors

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<p>e. The Public Relations Officer shall:</p> <ol style="list-style-type: none"> 1) Release to the public all information relative to the activities of the Council 2) Act as liaison officer between the Council and the public as well as other professional and government/ non-government agencies/ establishments. 3) Manage all publications, i.e. website, social media in behalf of the Council; 4) Perform such other duties as may be prescribed by the Board of Directors. 	<p>e. The Public Relations Officer shall:</p> <ol style="list-style-type: none"> 1) Release to the public all information relative to the activities of the Council 2) Act as liaison officer between the Council and the public as well as other professional and government/ non-government agencies/ establishments. 3) Manage all publications, i.e. website, social media in behalf of the Council; 4) Perform such other duties as may be prescribed by the Board of Directors. 	<p>e. The Public Relations Officer shall:</p> <ol style="list-style-type: none"> 1) prepare and publish information through official platforms relative to the activities of COHREP in coordination with the Social Media Committee; 2) coordinate all publications, i.e. website, social media, newsletter in behalf of COHREP; 3) perform other related duties as may be prescribed by the Board of Directors.
<p>f. The Auditor shall:</p> <ol style="list-style-type: none"> 1) examine financial records and audit income and revenues; 2) report to the board findings of the audit and make recommendations to improve financial operations of the council; 3) perform such other duties as may be prescribed by the Board of Directors 	<p>f. The Auditor shall:</p> <ol style="list-style-type: none"> 1) examine financial records and audit income and revenues; 2) report to the board findings of the audit and make recommendations to improve financial operations of the council; 3) perform such other duties as may be prescribed by the Board of Directors 	<p>f. The Auditor shall:</p> <ol style="list-style-type: none"> 1) examine financial records and audit income and revenues; 2) report to the board findings of the audit and make recommendations to improve financial operations of the council; 3) coordinates with the Financial Officer in the preparation of internal financial audit reports; 4) perform other related duties as may be prescribed by the Board of Directors

2016	Ratified 2018	Proposed Amendments
	<p>g. Board Director In charge of Chapter shall:</p> <ol style="list-style-type: none"> 1) Act as liaison between Chapter and the Council; 2) Monitor reports submission required by Council; 3) Update the chapter new initiatives in the Council and vice versa; and 4) Perform such other duties as may be prescribed by the Board of Directors. 	<p>g. Board Director In charge of Chapter (BDIC) shall:</p> <ol style="list-style-type: none"> 1) act as liaison /adviser between Chapter and COHREP; 2) conduct re-orientation on constitution, by-laws and other COHREP procedures; 3) attend chapter meetings regularly; and advise on plans, programs and relevant activities in compliance with COHREP procedures; 4) monitor accomplishment reports every after each activity as required by COHREP; 5) update the chapter on new programs and activities; 6) coordinates with the Financial officer of the Chapter and COHREP for financial support (rebates) and reports (FS) ; and 7) perform other related duties as may be prescribed by the Board of Directors.
<p>Section 6 No member of the Board of Directors shall be elected President for more than two (2) consecutive terms. Other Board Officers cannot be elected to the same position for more than two (2) consecutive terms.</p>	<p>Section 6 Term of Office –</p> <p>Board of Directors may hold office for a maximum of two (2) consecutive terms. He/she may be reelected to the board after a two year break.</p> <p>A Board Officer may serve in a specific position for a maximum of two (2) terms. A President, after serving the term, automatically becomes a member of the Board of Adviser.</p>	<p>An elected board member may serve a maximum of three terms. They can be elected as board members for one term in any position, If elected as President, may serve a maximum of two consecutive terms.</p> <p>Once a maximum of three terms of service is achieved for any elected board position, a term break (2 years) must be served before qualifying as a Board nominee again.</p> <p>Former board members may be invited to be part of any standing or special assignments.</p>

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Section 7 A board member cannot be a board member in any educational professional organization, nor be a board member in any of the COHREP chapters.	Section 7 A board member cannot be a board member in any SIMILAR educational professional organization, nor be a board member in any of the COHREP chapters.	Section 7 A board member cannot assume any position in any similar educational professional organization in the country , nor be a board member in any of the COHREP chapters.
Section 8 Any permanent vacancy in the Board may be filled by the next ranking member (16th) during the elections; such elected member shall serve on the Board only for the unexpired period of the term of the member replaced.	Section 8 Any permanent vacancy in the Board may be filled by the next ranking member (16th) during the elections; such elected member shall serve on the Board only for the unexpired period of the term of the member replaced.	Section 8 Any permanent vacancy in the Board may be filled by the next in rank elected member who shall serve the remaining period of the term of the replaced member .
	Section 9 Any Board Member may recommend a “vote of confidence” for any Board Officer position when there is justifiable cause. Due process will be followed. If “vote of confidence” is less than majority (50% plus 1), a new election for that position will be held once position is declared “vacant.”	Section 9 Any elected Board Member may recommend a “vote of confidence” for any Board Officer position when there is justifiable cause. Due process will be followed through the Ethics Committee . If “vote of confidence” is less than the majority (50% plus 1), a new election for that position will be held once the position is declared “vacant.”

2016	Ratified 2018	Proposed Amendments
<p>ARTICLE IV- COMMITTEES</p> <p>Section 1 The Board of Directors shall constitute the following committees:</p> <p>a. The EXECUTIVE COMMITTEE is composed of the President, Vice-President, Secretary and two other members of the board with the President as the committee chair. The function of this committee is to formulate policies for recommendation to the Board for approval.</p>	<p>ARTICLE IV- COMMITTEES</p> <p>Section 1 The Board of Directors shall constitute the following committees:</p> <p>a. The EXECUTIVE COMMITTEE is composed of the President, Vice President, Secretary, Treasurer and Auditor with the President as the committee chair. The function of this committee is to review, assess, formulate recommendation to the Board for approval.</p>	<p>ARTICLE IV- COMMITTEES</p> <p>Section 1 The Board of Directors shall constitute the following committees:</p> <p>a. The EXECUTIVE BOARD is composed of the President, Vice President-Internal, Vice President- External, Secretary, Finance Officer, Auditor and Public Relations Officer with the President as the committee chair. The function of this committee is to plan, organize, direct, evaluate and formulate plans of action for recommendations to the Board.</p>
<p>b. STANDING COMMITTEES - The general function of these committees is to implement, monitor and evaluate projects approved by the board. These are committees that are permanent in nature</p> <p>1. Membership– will be responsible for setting guidelines in recruiting and maintaining current information of all members and different types of memberships. They will be responsible for recognizing accomplishments of current members , special dates i.e. birthdays, and other relevant happenings of the members.</p> <p>2. Strategic Planning – will be responsible in leading the review of KRAs, monitoring and evaluating performance indicators and updating the plans of the</p>	<p>b. STANDING COMMITTEES - The general function of these committees is to implement, monitor and evaluate projects approved by the board. These are committees that are permanent in nature</p> <p>a. Membership– <u>will be responsible for setting guidelines in recruiting and maintaining current information of all members and different types of memberships. They will be responsible for recognizing accomplishments of current members , special dates i.e. birthdays, and other relevant happenings of the members.</u></p> <p>b. Ways and Means – <u>will be responsible of generating funds from the Council’s initiated activities or from external sponsorships</u></p>	<p>d. STANDING COMMITTEES - The general function of these committees is to implement, monitor and evaluate projects approved by the board. These are committees that are permanent in nature</p>

2016	Ratified 2018	Proposed Amendments
<p>organization</p> <p>3. Ways and Means – will be responsible of generating funds from the Council’s initiated activities or from external sponsorships</p> <p>4. Education – will plan and implement continuing education programs for its members.</p> <p>5. Ethics – will be responsible for investigating all written complaints raised by a member on a member. Themajor function is to investigate reported unethical, unprofessional and immoral practices/behavior of all the members of the association.</p> <p>Proceedings are to be recorded and disseminated with notices to concerned parties in the spirit of transparency and openness. The membership will be any three Board members to be appointed by the Council.</p> <p>Once investigation is completed, they make a recommendation to the Board of Directors who will finally decide on the case. A written notice on the decision will be released to the concerned parties.</p> <p>Appeals will also follow the same procedure,</p>	<p>c. <u>Education – will plan and implement continuing education programs for its members.</u></p> <p>a. <u>Ethics – will be responsible for investigating all written complaints raised by a member on a member. The major function is to investigate reported unethical, unprofessional and immoral practices/behavior of all the members of the association.</u></p> <p><u>Proceedings are to be recorded and disseminated with notices to concerned parties in the spirit of transparency and openness. The membership will be any three Board members to be appointed by the Council.</u></p> <p><u>Once investigation is completed, they make a recommendation to the Board of Directors who will finally decide on the case. A written notice on the decision will be released to the concerned parties.</u></p> <p><u>Appeals will also follow the same procedure, but recommendation will be made to Board of Advisors.</u></p>	<div> <div>committees.</div> <div> Section 6 The Board of Directors shall constitute the following committees: <div> d. Executive Committee e. Standing Committee <div> 1. Membership 2. Ways and Means 3. Education 4. Ethics 5. Community and Extension 6. Research and Publications 7. Multi Media ??? 8. Constitution and Bylaws </div> </div> </div> </div> <div>Page 8 51</div> <p>PLEASE DELETE MULTI-MEDIA - WORK IS DONE BY PROL</p> <p>a. Membership– responsible for setting guidelines in recruiting and maintaining current information of all members and different types of memberships. The committee also recommends possible awards for outstanding accomplishments. It also consolidates and facilitates recommendations for membership rebates. Renewal of different types of</p>

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2016	Ratified 2018	Proposed Amendments
but recommendation will be made to Board of Advisors.		<p>memberships are processed by the committee.</p> <p>Ways and Means – responsible in generating funds for the COHREP activities coordinating with VP for External and Finance Officer.</p> <p>e. Education – plans and implements continuing professional education programs for its members.</p> <p>a. Ethics – responsible for upholding and implementing the COHREP Code of Ethics. It shall manage any ethics related matters, The Committee will review, investigate complaints and recommend appropriate actions to the Board. Proceedings are to be recorded and disseminated with notices to concerned parties in the spirit of transparency and openness. The committee will be headed by the Ex-officio and 2 members of the Board of Advisers to be appointed by the Board. Appeals will undergo a review to be conducted by the Board with finality.</p>
6. Outreach – will be responsible for planning and implementing the outreach program of the Council to selected communities.	5. Community Extension – will be responsible for planning and implementing the outreach program of the Council to selected communities.	5. Community Extension – responsible for planning and implementing the outreach program of COHREP to selected community partners and beneficiaries.
	6. Research and Publication	6. Research and Publication - plans and implements research and publication

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		<p>programs such capability building, research output sharing, seminar-workshops, fora or conferences for faculty and students.</p>
		<p>7. Constitution and ByLaws Committee - reviews, maintains and upholds the provisions of the constitution and bylaws of COHREP.</p> <p>Chapters may develop their own Bylaws provided that they do not conflict with National Bylaws. To ensure alignment with these Bylaws, the Chapter Bylaws must be submitted to the National Board Constitution and ByLaws Committee for review prior to voting by their respective Chapter members. After the review, it will be endorsed by the committee for approval.</p> <p><u>PROCEDURE FOR AMENDMENT TO THE BYLAWS</u></p> <p><u>Section 1:</u> <u>Any member may propose an amendment(s) to these Bylaws by submitting the proposed amendments(s) to the President at least a month prior to the GMM.</u></p> <p><u>Section 2:</u> <u>The proposed amendment(s) and the recommendation of the Board shall be read and discussed at the GMM</u></p> <p><u>Section 3:</u> <u>Within thirty (30) days following the reading and discussion of the proposed amendment(s), a copy of the proposed amendment(s) shall be mailed to all members along with a ballot.</u></p>

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
		<u>Section 4:</u> <u>The proposed amendment(s) shall be adopted by a quorum (fifty percent plus 1) majority of the ballots received by the Secretary/Treasurer within thirty (30) days after the ballot is emailed to the members.</u>
Special Committees –These are committees that are ad hoc in nature 1. Nominations & Election – will review the nomination guidelines and will accept nominations for the Council and will act as Board of Canvasser during the election. These will be assigned to the Board of Advisers.	c) Special Committees –These are committees that are ad hoc in nature 1. Nominations & Election – will review the nomination guidelines and will accept nominations for the Council and will act as Board of Canvasser during the election.	c) Special Committees –These are committees that are ad hoc in nature 1. Nominations & Election – will review the nomination guidelines, accept nominations for COHREP , and act as Board of Canvasser during the election.
Awards – will review the qualifications and criteria of the various awards and recognitions given and will invite external judges to review the documents and interview the final nominees.	2. Awards – will review the qualifications and criteria of the various awards and recognitions given and will invite external judges to review the documents and interview the final nominees.	2. Awards – reviews the qualifications and criteria of the various awards and recognitions given and will invite external judges to review the documents and interview the final nominees.
3. Publications – will prepare a periodic newsletter on past events and future updates of the Council.		
4. By-laws, policies and procedures - will review the Council’s Constitution, By-laws and implementing procedures and guidelines and make the necessary recommendations to the Board of Directors for their endorsement to the general membership. These will be assigned to the Board of Advisers.	3. Constitution and By-laws - will review the Council’s Constitution, By-laws and implementing procedures and guidelines and make the necessary recommendations to the Board of Directors for their endorsement to the general membership. These will be assigned to the Board of Advisers.	standing committee

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
5. Annual convention – will prepare the plans and implement the yearly convention	4. Annual convention – will prepare the plans and implement the yearly convention	4. Special Events – will prepare the plans and implement the yearly events i.e. GMM, Convention, etc
	5. Industry/Trade Advisory Committee – will	
6. And such other committees and chapters as it may deem necessary to carry out the Council’s objectives.	6. Networking and Linkage Committee 7. And such other committees and chapters as it may deem necessary to carry out the Council’s objectives.	Networking and Linkage Committee- engages in building and keeping relationships with academic and industry partners, in the same or similar fields through collaborative exchange of knowledge, creative ideas and innovative practices for common needs, interests and objectives. It aims to expand the learning, growth and development opportunities of COHREP members in local, national , regional and international levels. This may include the creation of consortia, community partnerships, research collaborations, transfer of knowledge and skills , webinars and fora, and mobility programs among others.
		7. Other special committees may be formed to carry out COHREP ’s objectives.
Section 2 The Chairman of each committee (except the Executive Committee) shall be designated by the Board of Directors from among the members of the Board or from the general membership as it may deem fit, provided every elected member of the Board has already been assigned chairmanship of a committee.	Section 2 The Chairman of each committee (except the Executive Committee) shall be designated by the Board of Directors from among the members of the Board or from the general membership as it may deem fit, provided every elected member of the Board has already been assigned chairmanship of a committee.	Section 2 The Chairman of each committee (except the Executive Committee) shall be designated by the Board of Directors from among the members of the Board or from the general membership as it may deem fit, provided every elected member of the Board has already been assigned chairmanship of a committee.

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
		A Chairman of a committee can assume two terms only, and must move to another committee.
Section 3 Each committee shall keep minutes of its proceedings and report the same to the Board when required.	Section 3 Each committee shall keep minutes of its proceedings and report the same to the Board when required.	Section 3 Each committee shall keep minutes of its proceedings and submit to Secretary. This will also be reported during the Board meeting.
Section 4 A Board of Advisers shall be created composed of the Council's Past Presidents who are willing to serve the council. Term of office is co-terminus with the President. A member of the Board of Advisers cannot concurrently serve as a Board Director. Members of the Board of Advisers are invited to the regular board meetings on a non-voting capacity. The BOA is chaired by the immediate past president with advisory and consultative functions with no voting rights. The immediate past president shall sit as ex-officio member of the Board.	Section 4 A Board of Advisers shall be created composed of the Council's Past Presidents who are willing to serve the council. Term of office is coterminus with the President. A member of the Board of Advisers cannot concurrently serve as a Board Director. Members of the Board of Advisers are invited to the regular board meetings on a non-voting capacity. The BOA is chaired by the immediate past president with advisory and consultative functions with no voting rights. The immediate past president shall sit as ex-officio member of the Board.	Section 4 A Board of Advisers (BOA) shall be created composed of the COHREP's Past Presidents who are willing to serve. A member of the BOA cannot concurrently serve as a Board Director of the National or Chapter . Members of the BOA may be invited to the regular board meetings on a non-voting capacity. The BOA is chaired by the immediate past president with advisory and consultative functions. The immediate past president shall sit as ex-officio member of the Board.
Section 5 Chapter presidents or their proxy from their board are invited to attend at least one (1) Board meeting scheduled during Annual Membership Meeting.	Section 5 Chapter presidents or their proxy from their board are invited to attend at least one (1) Board meeting scheduled during Annual Membership Meeting.	Section 5 Chapter presidents or their proxy from their board may be invited to attend at least one (1) Board meeting scheduled during Annual Membership Meeting.

<p>ARTICLE V- MEETINGS OF MEMBERS</p> <p>Section 1 The Council shall hold a general meeting once a year at any place which the Board may designate, for the main purpose of presenting the annual report of accomplishments and selecting the Board of Directors every two (2) years.</p> <p>The order of business at the annual meeting shall be follows:</p> <ol style="list-style-type: none"> 1. Call to Order <ol style="list-style-type: none"> a. Proof of service of the required notice of the meeting, except when such notice is waived by the members constituting a quorum. b. Proof of the presence of a quorum. 2. Reading and approval of the minutes of the previous annual meeting, except when such reading is dispensed with by a majority vote of those present. 3. New Business. 4. Accomplishment Report of the President 5. Plans of the Incoming President – if new president will be installed. 6. Annual Report of the Chapters 7. Externally Audited Financial Report of the Council for the year 8. Election Results of the New Board for the ensuing year, if election year. 9. Recognition of New Members – individual, institutional, honorary and chapter 10. Other matters. 	<p>ARTICLE V- MEETINGS OF MEMBERS</p> <p>Section 1 The Council shall hold a general meeting once a year at any place which the Board may designate, for the main purpose of presenting the annual report of accomplishments and selecting the Board of Directors every two (2) years.</p> <p>The order of business at the annual meeting shall be follows:</p> <ol style="list-style-type: none"> 1. Call to Order <ol style="list-style-type: none"> a. Proof of service of the required notice of the meeting, except when such notice is waived by the members constituting a quorum. b. Proof of the presence of a quorum. 2. Reading and approval of the minutes of the previous annual meeting, except when such reading is dispensed with by a majority vote of those present. 3. New Business. 4. Accomplishment Report of the President 5. Plans of the Incoming President – if new president will be installed. 6. Annual Report of the Chapters 7. Externally Audited Financial Report of the Council for the year 8. Election Results of the New Board for the ensuing year, if election year. 9. Recognition of New Members – individual, institutional, honorary and chapter 	<p>report on</p> <ol style="list-style-type: none"> 1. attendance record of BODs for the year? 2. SEC compliance? BIR? <p>ARTICLE V- MEETINGS OF MEMBERS</p> <p>Section 1 COHREP shall hold a general meeting once a year at any place which the Board may designate, for the main purpose of presenting the annual report of accomplishments and selecting the Board of Directors every two (2) years.</p> <p>The order of business at the annual meeting shall be follows:</p> <ol style="list-style-type: none"> 1. Call to Order <ol style="list-style-type: none"> a. Proof of service of the required notice of the meeting, except when such notice is waived by the members constituting a quorum. b. Proof of the presence of a quorum. 2. Reading and approval of the minutes of the previous annual meeting, except when such reading is dispensed with by a majority vote of those present. 3. New Business. 4. Accomplishment Report of the President 5. Plans of the Incoming President – if new president will be installed. 6. Annual Report of the Chapters 7. Externally Audited Financial Report of the Council for the year 8. Election Results of the New Board for the ensuing year, if election year.
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Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
The order of business at any meeting may be changed by a vote of a majority of the members present.	10. Other matters. The order of business at any meeting may be changed by a vote of a majority of the members present.	9. Recognition of New Members – individual, institutional, honorary and chapter 10. Other matters. The order of business at any meeting may be changed by a vote of a majority of the members present.
Section 2 The Council shall hold such special meetings as may be called by the Chairperson/President or by a majority of the members of the Board of Directors on a 10-day notice to each member of the Council. The special meetings shall be held at such time and place as may be specified in the notice thereof.	Section 2 The Council shall hold such special meetings as may be called by the Chairperson/President or by a majority of the members of the Board of Directors on a 10-day notice to each member of the Council. The special meetings shall be held at such time and place as may be specified in the notice thereof.	Section 2 COHREP shall hold such special meetings as may be called by the President or by a majority of the members of the Board of Directors on a 10-day notice to each member of the Council. The special meetings shall be held at such time and place as may be specified in the notice thereof.
Section 3 A majority (fifty percent [50%] plus 1 member) of the regular members shall be necessary to constitute a quorum to transact the business in any annual or special meeting of the Council and the vote of a majority of the regular members present shall be necessary for the adoption of any resolution or decision of the Council, except as otherwise provided by law.	Section 3 A majority (fifty percent [50%] plus 1 member) of the regular members shall be necessary to constitute a quorum to transact the business in any annual or special meeting of the Council and the vote of a majority of the regular members present shall be necessary for the adoption of any resolution or decision of the Council, except as otherwise provided by law.	Section 3 A majority (fifty percent [50%] plus 1 member) of actual attendees shall be necessary to constitute a quorum to transact the business in any annual or special meeting of COHREP and the vote of a majority of the regular members present shall be necessary for the adoption of any resolution and approval of the minutes of the previous annual meeting and amendments of the Constitution and Bylaws.
Section 4 At any annual or special meeting of the Council, a regular member shall have the right to attend in person or by proxy. Appointment of proxies shall be filed with the Secretary at least one (1) day before the meeting and the proxy appointed must be a regular member of the Council.	Section 4 At any annual or special meeting of the Council, a regular member shall have the right to attend in person or by proxy. Appointment of proxies shall be filed with the Secretary at least one (1) day before the meeting and the proxy appointed must be a regular member of the Council.	Section 4 At any annual or special meeting of COHREP , a regular member shall have the right to attend in person. In the absence of the member, the Board may opt to provide hybrid meetings set up for online participation, if facilities permits.

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
Section 5 A proxy shall have no power to vote during the annual or special meeting. However, decisions can be relayed by member through proxy using any approved social media platform.	Section 5 A proxy shall have no power to vote during the annual or special meeting. However, decisions can be relayed by member through proxy using any approved social media platform.	remove section 5. articulated in section 4
ARTICLE VI MEETINGS OF THE BOARD OF DIRECTORS Section 1 Regular monthly meetings shall be held by the Council at such time and place as may be determined by resolution of the Council on ten (10) days notice to each member either personally, by mail or by telegram, or on written request.	ARTICLE VI MEETINGS OF THE BOARD OF DIRECTORS Section 1 Regular monthly meetings shall be held by the Council at such time and place as may be determined by resolution of the Council on ten (10) days notice to each member either personally, by mail or by telegram, or on written request.	ARTICLE VI MEETINGS OF THE BOARD OF DIRECTORS Section 1 A minimum of six meetings shall be held by the Board at such time and place as may be determined. At least five (5) days notice should be given.
Section 2 Special meetings of the Board may be called by the President on five (5) days notice to each member either personally, by mail or by telegram, or on written request of at least three (3) members of the Board. Special meetings shall be held at such time and place as may be specified in the notice thereof. Recommendations made during the special meetings are submitted to the Board for final approval.	Section 2 Special meetings of the Board may be called by the President on five (5) days notice to each member either personally, by mail or by telegram, or on written request of at least three (3) members of the Board. Special meetings shall be held at such time and place as may be specified in the notice thereof. Recommendations made during the special meetings are submitted to the Board for final approval.	Section 2 Special meetings of the Board may be called by the President with at least one (1) day notice to each member. Special meetings shall be held at such time and place as may be specified in the notice thereof. Recommendations made during the special meetings are submitted to the Board for final approval.

2016	Ratified 2018	Proposed Amendments
<p>Section 3 In the interval between meetings of the Board of Directors, the Chairperson/President may refer and submit by mail, telegram, email or any social media platform to the members of the Board, matters which in the opinion of the Chairperson/President, require immediate action of the Board. The results of such referendum which requires a majority vote (50% plus one vote) of the members of the Board of Directors shall control the Council in like manner as though the vote were taken at a regular or special meeting of the Council.</p>	<p>Section 3 In the interval between meetings of the Board of Directors, the Chairperson/President may refer and submit by mail, telegram, email or any social media platform to the members of the Board, matters which in the opinion of the Chairperson/President, require immediate action of the Board. The results of such referendum which requires a majority vote (50% plus one vote) of the members of the Board of Directors shall control the Council in like manner as though the vote were taken at a regular or special meeting of the Council.</p>	<p>deleted bec same as sec 2</p>
<p>Section 4 A majority (50% plus one vote) of the members of the Board of Directors shall be necessary at all regular and special meetings to constitute a quorum for the transaction of any business of the Board and the vote of the majority of the members present shall be necessary for the adoption of any resolution or decision of the Board.</p>	<p>Section 4 A majority (50% plus one vote) of the members of the Board of Directors shall be necessary at all regular and special meetings to constitute a quorum for the transaction of any business of the Board and the vote of the majority of the members present shall be necessary for the adoption of any resolution or decision of the Board.</p>	<p>Section 4 Any meeting should have a quorum (50% plus 1) of the Board.</p> <p>The vote of the majority of the members present shall be necessary for the adoption of any resolution or decision of the Board.</p>

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
<p>Section 5 Board members should attend at least fifty percent (50%) of the regular board meetings scheduled for the year. Proxies are allowed in the event the Board member is unable to attend for valid reasons. Three proxies and three excused absences are allowed per year. Attendance to meetings should be monitored by the secretary and presented to all members every meeting. A warning letter/advise is given by the secretary to a board member who has reached 60% attendance record.</p>	<p>Section 5 Board members should attend at least eighty percent (70%) of the regular board meetings scheduled for the year. Proxies are allowed in the event the Board member is unable to attend for valid reasons. One proxy and one excused absence are allowed per year. Attendance to meetings should be monitored by the secretary and presented to all members every meeting. A warning letter/advise is given by the secretary to a board member who has reached 80% attendance record.</p>	<p>Section 5 Board members should attend at least 80 percent (80%) of the regular board meetings scheduled for the year. Attendance at meetings should be monitored by the secretary and presented to all members every meeting. A warning letter is given by the secretary to a board member who has reached an 60% attendance record.</p>
<p>Section 6 In the event that a Board member has attended less than 50% of the regular meetings, and has not sent any proxy, the said Board member as a Director is automatically terminated for the term. A written notice is sent to the Board member. The Board is authorized to immediately appoint a replacement for the unfinished term of the terminated/resigned Director using the 16th placer and onwards from the election results.</p>	<p>Section 6 In the event that a Board member has attended less than 70% of the regular meetings, and has not sent any proxy, the said Board member as a Director is automatically terminated for the term. A written notice is sent to the Board member. The Board is authorized to immediately appoint a replacement for the unfinished term of the terminated/resigned Director using the 16th placer and onwards from the election results.</p>	<p>Section 6 In the event that a Board member has attended less than 80% of the regular meetings, the Board member is subject to ethical review.</p>
<p>Section 7 Minutes of all meetings of the Board of Directors shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings.</p>	<p>Section 7 Minutes of all meetings of the Board of Directors shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings.</p>	<p>Section 7 Minutes of all meetings of the Board of Directors shall be kept carefully and preserved by the Secretary as a record of the business transacted at such meetings. Compilation of minutes/board resolutions/decisions should be archived for future reference.</p>

2016	Ratified 2018	Proposed Amendments
<p>ARTICLE VII- NOMINATIONS AND ELECTIONS</p> <p>Section 1 Elections shall be held by secret ballot or board approved technological innovation during the general meeting held during the first quarter of the election year (once every two years) at its principal office, or at any place which the Board may designate.</p>	<p>ARTICLE VII- NOMINATIONS AND ELECTIONS</p> <p>Section 1 Elections shall be held by secret ballot or board approved technological innovation during the general meeting held during the first quarter of the election year (odd number) at its principal office, or at any place which the Board may designate.</p>	<p>ARTICLE VII- NOMINATIONS AND ELECTIONS</p> <p>Section 1 Elections shall be held utilizing a board approved mechanism. This will be held during the first quarter of the election year (odd number) at any designated place .</p>
<p>Section 2 Election of the Board of Directors is made a year prior to their term of office.</p>	<p>Section 2 Election of the Board of Directors is made a year prior to their term of office.</p>	<p>Section 2 Election of the Board of Directors is conducted a year prior to their official start of term of office.</p>
<p>Section 3 The Chairperson and members of the Nominations Committee shall be appointed by the Board of Directors six months before elections. The Committee shall determine the timetable and procedure of activities relative to the nomination, campaign, election, canvassing and announcement of winners. The Nominations Committee shall be made of the Board of Advisers. Should there be less than 5 members, members who are not be currently occupying a board position or intending to run for a post may be nominated to the Nomination Committee.</p>	<p>Section 3 The Chairperson and members of the Nominations Committee shall be appointed by the Board of Directors six months before elections. The Committee shall determine the timetable and procedure of activities relative to the nomination, campaign, election, canvassing and announcement of winners. There should be at least three members, who are not currently occupying a board position or intending to run for a post.</p>	<p>Section 3 The Chair and members of the Nominations Committee shall be appointed by the Board of Directors six months before elections. The Committee shall determine the timetable and procedure of activities relative to the nomination, campaign, election, canvassing and announcement of winners.</p> <p>The Nominations Committee shall be composed of at least 5 active members guided by one BOA.</p>

2016	Ratified 2018	Proposed Amendments
<p>Section 4 Nominations are done in writing by members and are sent to the COHREP Secretariat or the Nominations Committee. The Committee reviews the eligibility of the nominees. A nominee is eligible if he/she is an individual member in good standing (membership fees are current) for two consecutive years immediately preceding the elections. Eligible nominees are immediately informed of the nomination in order to secure their written consent or acceptance of the nomination. A letter of support from the primary school must be submitted by nominee to the Nomination Committee.</p>	<p>Section 4 Nominations are done in writing by members and are sent to the COHREP Secretariat or the Nominations Committee. The Committee reviews the eligibility of the nominees. A nominee is eligible if he/she is an individual member in good standing (membership fees are current) for two consecutive years immediately preceding the elections. Eligible nominees are immediately informed of the nomination in order to secure their written consent or acceptance of the nomination. A letter of support from the primary school must be submitted by nominee to the Nomination Committee. Failure to submit will automatically disqualify the nominee from being included in the list of candidates.</p>	<p>Section 4 Nominations are done through board approved mechanisms by members and are submitted to the Nominations Committee.</p> <p>The Committee reviews the eligibility of the nominees. An eligible nominee is in good standing (membership fees are current) for two consecutive years immediately preceding the elections. If currently a BOD or Board officer, term limits must also be considered.</p> <p>A nominee must submit the following:</p> <ol style="list-style-type: none"> 1. CV - COHREP template 2. certificate good moral character 3. COE <p>Eligible nominees are immediately informed of the nomination.</p> <ol style="list-style-type: none"> 1. written consent or acceptance of the nomination. 2. A letter of support from the school/s where the nominee is primarily affiliated must be submitted to the Nomination Committee within the prescribed period. 3. COHREP advocacy/ plans/campaign platform 4. short bioprofile -COHREP template

2016	Ratified 2018	Proposed Amendments
		Failure to submit will automatically disqualify the nominee from being included in the list of candidates.
Section 5 The Nominations Committee prepares a list of eligible nominees and submits to the Board of Directors for their information. The list of nominees will be announced to the general membership and presented prior to the elections.	Section 5 The Nominations Committee prepares a list of eligible nominees and submits to the Board of Directors for their information. The list of nominees will be announced to the general membership and presented prior to the elections.	Section 5 The Nominations Committee prepares a list of eligible nominees and supporting documents. These are submitted to the Board of Directors for their comment and approval . The list of final nominees will be announced and presented at least 45 days before the election.
Section 6 Should there be less than 15 qualified nominees, the Nominations Committee nominate from the general membership additional nominees to make fifteen and follow steps as prescribed above.	Section 6 Should there be less than 15 qualified nominees, the Nominations Committee nominate from the general membership additional nominees to make fifteen and follow steps as prescribed above.	Section 6 Should there be less than 15 qualified nominees, the Nominations Committee nominate from the general membership additional candidates to make fifteen and follow steps as prescribed above
Section 7 Canvassing of votes shall be done in the presence of the members of the Council.	Section 7 Canvassing of votes shall be done in the presence of the members of the Council.	Section 7 Canvassing of votes shall be done in the presence of the members.
Section 8 The fifteen (15) nominees who receive the highest number of votes shall be considered elected. In case of a tie for the 15th place, the choice shall be decided by lot by the Nominations Committee or the two nominees may agree to share the term (one year each) but will have one vote only.	Section 8 The fifteen (15) nominees who receive the highest number of votes shall be considered elected. In case of a tie for the 15th place, the choice shall be decided by lot by the Nominations Committee or the two nominees may agree to share the term (one year each) but will have one vote only.	Section 8 The fifteen (15) nominees who receive the highest number of votes shall be considered elected. In case of a tie for the 15th place, two nominees may agree to share the term but will be counted as one vote only.
Section 9 The Nominations Committee shall prepare a written report on the votes garnered, from the top to the nth ranking nominee. This report should be signed by all the members of the Nominations Committee	Section 9 The Nominations Committee shall prepare a written report on the votes garnered, from the top to the nth ranking nominee. This report should be signed by all the members of the Nominations	Section 9 The Nominations Committee shall prepare a written report on the votes garnered, from the top to the nth ranking nominee.

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2016	Ratified 2018	Proposed Amendments
and submitted to the President of the Council.	Committee and submitted to the President of the Council.	
Section 10 The report shall be read by the Chair of the Nominations Committee to the general membership.	Section 10 The report shall be read by the Chair of the Nominations Committee to the general membership.	Section 10 The final results will be submitted to the BOD and PRO will make it public.
Section 11 The results of the 16th to the nth ranking member will be used as reference for filling future vacancies in the Board of Directors.	Section 11 The results of the 16th to the nth ranking member will be used as reference for filling future vacancies in the Board of Directors.	Section 11 The results of the 16th to the nth ranking member will be used as reference for filling future vacancies in the Board of Directors.
Section 12 The newly-elected Board can be invited to join meetings of the outgoing Board for the remainder of the latter's term. However, the newly-elected Board shall have no voting capacity until the official start of their term.	Section 12 The newly-elected Board can be invited to join meetings of the outgoing Board for the remainder of the latter's term. However, the newly-elected Board shall have no voting capacity until the official start of their term.	Section 12 The newly-elected Board can be invited to join meetings of the outgoing Board for the remainder of the latter's term. However, the newly-elected Board members shall have no voting capacity until the official start of their term.
Section 14 The new board members will submit an acceptance letter and a letter of support from their primary school. Once these are submitted, they will be inducted and considered an official board member. The new board members will elect from among themselves the Officers of the Council within six months after their election. Election procedures will be defined by the BOA.		Section 13 The new board members will elect from among themselves the Officers of the COHREP within six months after their election. The induction should immediately follow thereafter.
Section 15 The new board will be undertake a strategic planning workshop that will be the basis for the activities and		Section 15 The new board will undertake a strategic planning workshop to formulate programs and activities. Accomplishments

2016	Ratified 2018	Proposed Amendments
monitoring of accomplishments during the two year term. Foremost is the utilization of “zero-based budgeting” where projected revenues will be utilized to fund the planned activities.		<p>will be monitored and reported during the two year term.</p> <p>The “zero-based budgeting” where projected revenues to fund the planned programs and activities will be observed.</p>
<p>Section 16 For the first election after this by-laws is ratified, the top seven (7) highest ranking board members will serve a term of four (4) years, the eighth (8th) to fifteenth (15th) will serve a term of two (2) years. Thereafter, eight (8) new board members will be elected every two (2) years. This will allow continuity in the Council with old board members mentoring the new board members.</p>	<p>Section 16 For the first election after this by-laws is ratified, the top seven (7) highest ranking board members will serve a term of four (4) years, the eighth (8th) to fifteenth (15th) will serve a term of two (2) years. Thereafter, eight (8) new board members will be elected every two (2) years. This will allow continuity in the Council with old board members mentoring the new board members.</p>	<p>Section 16 .</p> <p>A. For the first election (2024) after these constitution and by-laws are ratified, these guidelines will be followed:</p> <ol style="list-style-type: none"> 1. the elected top seven (7) will serve a term of two (2) terms (4 years); 2. the top seven may serve in another position for the 2nd term (2 years); 3. the eighth (8th) to fifteenth (15th) will serve one (1) term (2 years); 4. an internal election will be conducted with the additional newly elected board members; 5. the top seven can still be nominated for a third term, except the president who may serve two terms only; 6. A president who does not serve a 2nd term will automatically become part of the BOA.

2016	Ratified 2018	Proposed Amendments
		<p>B. For the succeeding elections, the top eight (8) will serve two (2) terms (4 years).</p> <p>C. This will allow continuity of COHREP with old board members mentoring the new board members.</p>
ARTICLE VIII – DUES	ARTICLE VIII – DUES	ARTICLE VIII – DUES
Section 1 The dues for members shall be set/prescribed by the Board of Directors after the general membership meeting.	Section 1 The dues for members shall be set/prescribed by the Board of Directors after the general membership meeting.	Section 1 The dues for members shall be set/prescribed by the Board of Directors after the general membership meeting.
Section 2 Annual dues shall be paid within the first quarter of the year.	Section 2 Annual dues shall be paid within the first quarter of the year.	Section 2 Annual dues shall be paid within the first quarter of the year.
Section 3 Any member who shall be in arrears in the payment of dues for two (2) consecutive years shall be excluded from the rights and privileges of the membership. These rights and privileges shall be restored thereto only upon payment of reinstatement fee equivalent to the annual dues for one year and the current dues, provided he is otherwise qualified for membership at the time of application of reinstatement.	Section 3 Any member who shall be in arrears in the payment of dues for two (2) consecutive years shall be excluded from the rights and privileges of the membership. These rights and privileges shall be restored thereto only upon payment of reinstatement fee equivalent to the annual dues for one year and the current dues, provided he is otherwise qualified for membership at the time of application of reinstatement.	Section 3 Any member who shall be in arrears in the payment of dues for a year shall be excluded from the membership.
Section 4 The membership fee sharing will be 80/20, national board/chapter for all membership fees collected. This should be paid within six (6) months of the following year	Section 4 The membership fee sharing will be 80/20, national board/chapter for all membership fees collected. This should be paid within six (6) months of the following year.	Section 4 The membership fee sharing will be at least 80/20, national board/chapter for all membership fees collected. This should be paid within six (6) months of the succeeding year.

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
<p>ARTICLE IX- EFFECTIVITY</p> <p>This constitution shall take effect immediately upon the ratification of the majority of members of the Council.</p>	<p>ARTICLE IX- EFFECTIVITY</p> <p>This constitution shall take effect immediately upon the ratification of the majority of members of the Council.</p>	<p>ARTICLE IX- EFFECTIVITY</p> <p>This constitution and by-laws shall take effect immediately upon the ratification of the majority of members of COHREP.</p>
<p>ARTICLE X – THE PRINCIPAL OFFICE</p> <p>The principal office of the Council shall be located ...UP Diliman, Quezon City, in Metro Manila as recommended by the President and approved by the board.</p>	<p>ARTICLE X – THE PRINCIPAL OFFICE</p> <p>The principal office of the Council shall be located ...UP Diliman, Quezon City, in Metro Manila as recommended by the President and approved by the board.</p>	<p>ARTICLE X – THE PRINCIPAL OFFICE</p> <p>The principal office of COHREP shall be located at UP Diliman, College of Home Economics, Quezon City, in Metro Manila as recommended by the President and approved by the board.</p>
<p>ARTICLE XI - SEAL</p> <p>The Council shall bear the following inscriptions and the year of its founding:</p> <p>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC.”</p> <p>- “MCMXCI” –</p>	<p>ARTICLE XI - SEAL</p> <p>The Council shall bear the following inscriptions and the year of its founding:</p> <p>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC.”</p> <p>- “MCMXCI” –</p>	<p>ARTICLE XI - SEAL</p> <p>COHREP shall bear the following inscriptions and the year of its founding:</p> <p>“COUNCIL OF HOTEL AND RESTAURANT EDUCATORS OF THE PHILIPPINES, INC.”</p> <p>- “MCMXCI” –</p>
<p>ARTICLE XII FISCAL YEAR</p> <p>The fiscal year of the Council shall begin on the first day of January and end on the thirty first day of December of the year.</p>	<p>ARTICLE XII FISCAL YEAR</p> <p>The fiscal year of the Council shall begin on the first day of January and end on the thirty first day of December of the year.</p>	<p>ARTICLE XII FISCAL YEAR</p> <p>The fiscal year of the COHREP shall begin on the first day of January and end on the thirty first day of December of the year.</p>

Comparison of COHREP Constitution and By-laws, 2016 vs Ratified 2018

2016	Ratified 2018	Proposed Amendments
<p>ARTICLE XIII AMENDMENTS</p> <p>These By-Laws of the Council may be amended by the majority vote (50% plus one member) of the regular members of the Council, at the annual meeting or a special meeting duly called for the purpose.</p>	<p>ARTICLE XIII AMENDMENTS</p> <p>These By-Laws of the Council may be amended by the majority vote (50% plus one member) of the regular members of the Council, at the annual meeting or a special meeting duly called for the purpose.</p>	<p>ARTICLE XIII AMENDMENTS</p> <p>Any member may submit a proposed amendment to the Board. The Board will forward the proposal to the Constitution and by-laws will be endorsed to the BOD for 2nd endorsement.</p> <p>These Constitution and By-Laws of COHREP may be amended by the majority vote (50% plus one member) of the regular members, during a general membership meeting duly called for the purpose.</p>