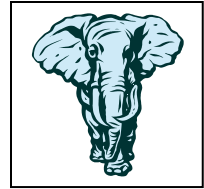


ELEPHANTS IN THE LIVING ROOM
DISCUSSING WHAT NEEDS TO BE DISCUSSED



BY-LAWS

Article 1: Purpose

We are an organization of priests of the Archdiocese of Detroit, strongly supported by participating laity, who seek renewal of the Church of Detroit. Our purpose is to offer opportunities for education and creating an open forum for discussion and dialog that will lead to developing and advocating more collegial solutions to the challenges we face. We firmly believe these efforts will contribute to a greater solidarity among priests and a renewed Church of Detroit.

Article 2: Membership

Section 1: Description. The membership includes Catholic clergy, religious and laity who are committed to the purpose of this organization stated above.

Section 2: Qualifications. Membership is open to Catholic clergy, religious and laity who support the purpose of the organization and who register their name, address, telephone number and e-mail address with the organization.

Section 3: Types of Membership.

- A. Founding Member - \$100.^{1/}
- B. Regular Member - \$25./year
- C. Associate Member – free will offering.

Section 4: Meetings. General Meetings are scheduled by the Board of Directors at regular intervals. Notice shall be sent to the membership at least one week prior to each meeting.

Article 3: Board of Directors

Section 1: Composition and Selection. The Board of Directors shall consist of four elected officers: President, Vice-President, Secretary and treasurer, plus the General Meeting facilitator, and one representative from each of the commissions.

Section 2: Powers. The Board of Directors shall manage the affairs of the organization. The Board has the responsibilities to form committees, to review, approve and coordinate the work and decisions of all committees, and to set the agenda for general meetings. The Board shall approve the annual budget.

Section 3: Meetings. The Board of Directors shall meet prior to each general meeting, and whenever the affairs of the organization require it.

Section 4: Quorum. A quorum shall consist of 5 members of the Board, which is necessary to hold a meeting and make decisions.

Section 5: Decision-Making. The Board shall make decisions based on consensus of the members present that make up a quorum.

Article 4: Officers.

Section 1: Election of Officers.

- A. A nominating committee shall be formed from the membership. This committee shall prepare a slate of nominees, notify the membership, and oversee the election. Nominations may also come from the floor at a general meeting.
- B. Voting shall be by ballot at the designated general meeting.
- C. Elected officers shall serve two years.
- D. The President and Secretary shall be elected in odd years.
- E. The Vice-President and Treasurer shall be elected in even years.
- F. The Facilitator shall be elected in odd years.
- G. Elected officers shall be installed at the first General Meeting of the fiscal year.

Section 2: Vacancies. The President shall appoint an individual to serve the remaining term of an elected officer who vacates.

Section 3: Duties of the President. The President shall conduct the day-to-day affairs of the organization between Board Meetings. The President shall chair Board meetings. The President or his delegate shall have the primary contact with the media. Since the President must communicate with the Archbishop and the Presbyteral Council, it is preferable that this position be held by a member of the priests.

Section 4: Duties of the Vice-President. The Vice-President shall fill in for the President in case of emergency. The Vice-President shall succeed the President should the President vacate. The Vice-President shall oversee the organization's website.

Section 5: Duties of the Treasurer. The treasurer shall be responsible to maintain accurate records of all of the organization's financial matters, including budget preparation, collection and disbursement of funds. The Treasurer shall maintain a savings account and a checking account. The Treasurer shall submit periodic financial statements to the Board of Directors and an annual statement to the membership.

Section 6: Duties of the Secretary. The Secretary shall be responsible to keep written records of the organization's meetings. The Secretary shall handle the organizations correspondence, including issuing thank you letters to contributors and notices for meetings. The Secretary shall maintain the membership rolls.

Section 7: Duties of the General Meeting Facilitator. The Facilitator shall participate in the preparation of the General Meeting agenda and shall facilitate the General Meeting.

Article 5: Committees.

Section 1: Establishment and Scope. Committees do most of the work of the organization. They shall be established by the Board according to the needs of the organization and its membership.

Section 2: Membership. Those members of the organization who have a desire to participate constructively on the work of the committee may be members.

Section 3: Organization. The committee members may select its own chairperson, record keeper and representative to the Board.

Section 4: Current Committees.

- A. Education. Selects topics and speakers for educational forums. Plans and facilitates educational forums. Studies the impact of the educational forum. Recommends actions for the Elephants in the Living Room.
- B. Membership. Maintains the membership lists. Plans strategies to expand membership. Prepares and sends out membership letters. Identifies the needs of the membership. Provides financial support through membership and other appeals.
- C. Organization. Plans the election of officers. Develops a charter and by-laws. Secures licenses, as needed. Obtains tax-free status. Obtains bulk postal permit.
- D. Pastoral Plan. Studies proposals by the archdiocese to consolidate/close parishes and schools. Develops alternate strategies and proposals that meet the needs of the Church of Detroit. Obtains the broad support of the organization. Communicates alternative proposals.
- E. Urban Agenda. Identifies the needs of the people in the parishes and schools in the city of Detroit. Prepares proposals that meet these needs. Develops a plan to preserve the parishes and schools in the city of Detroit. Communicates the plan. Implements the plan, as appropriate.

Article 6: Fiscal Year.

The fiscal year shall end June 30, or on such date as determined by the Board of Directors.

Article 7: Amendments.

These By-Laws may be amended, repealed, or altered, in whole or in part, by a two-thirds majority of the members at a General Meeting.

1/ Was \$100./year