



THURSDAY NETWORK
AN AUXILIARY OF THE GREATER WASHINGTON URBAN LEAGUE
BYLAWS
Effective July 21, 2023

ARTICLE I – PLACE OF BUSINESS

The Thursday Network (“TN”) shall have offices at such places within the District of Columbia and surrounding metropolitan area as the Executive Leadership Council, as defined in Article IV, Section 1, after consultation with the leadership of the affiliate, and may meet from time to time to determine the business of TN as may be required.

ARTICLE II – MEMBERSHIP

Section 1. Member in Good Standing

A duly authorized member in good standing shall:

- a. Be between twenty-one (21) and forty (40) years of age upon submission of application;
- b. Be a member of the Greater Washington Urban League (“GWUL”); and
- c. Pay an annual membership fee as set forth in Article II, Section 4.

Section 2. New Member Requirements

Any person interested in obtaining membership to the Thursday Network must attend a New Member Orientation within 90 days of acceptance of their application.

Section 3. Members-Only Programs

The Committees of the Executive Leadership Council, as defined in Article VI, will institute members-only programs to enhance the value of membership in the Thursday Network.

Non-members will not be permitted to participate in Thursday Network events designated for members only.

Section 4. Membership Fees

- a. Each member shall pay an annual membership fee upon submission of application.
- b. Renewal of the membership fee shall be due every year on the anniversary of initial membership.
- c. Thursday Network membership includes membership to the Greater Washington Urban League.
- d. The membership fee may be amended by a two-thirds (2/3) vote of the Executive Leadership Council.
- e. Full-time students shall pay a special membership fee to become an official member of Thursday Network.
 - i. Individuals applying as students must provide an official transcript or schedule to verify their full-time status.
 - ii. Full-time status is as defined by the respective college/institution.

Section 5. Removal of Members

- a. Expulsion is defined as the removal of a member from official membership and participation in Thursday Network and the Greater Washington Urban League for conduct deemed detrimental to Thursday Network, the Greater Washington Urban League, the National Urban League and/or the

National Urban League Young Professionals.

- b. The Chief Executive Officer (“CEO”) of the Greater Washington Urban League may only carry out expulsion, after a recommendation vote of two-thirds of the Thursday Network Executive Leadership Council.
- c. In the event of a vote to recommend expulsion, the President of Thursday Network (or Vice President if the President is the member subject to expulsion) shall send official correspondence recommending expulsion to the CEO of the Greater Washington Urban League along with all available documentation of misconduct on the part of that member.
- d. All members subject to expulsion shall have the right to appeal the recommendation of expulsion to the CEO of the Greater Washington Urban League directly.
- e. In the event of any appeal, the Executive Leadership Council shall provide any and all additional information requested by the CEO of the Greater Washington Urban League in regard to the matter no later than 48 hours upon receipt of the official request.
- f. The CEO of the Greater Washington Urban League shall have the ability to decline or accept the recommendation for expulsion.
- g. In the event of expulsion, no membership fees or other monies and donations contributed by the member subject to expulsion shall be refunded.

ARTICLE III – MEETINGS

Section 1. Regular Meetings

- a. The regular meetings (“General Body Meetings” or “GBM”) of the members of TN shall be held on the fourth Thursday of every month (except for the month of September), at such a place and time within the District of Columbia or surrounding metropolitan area, as the Executive Leadership Council shall determine.
- b. If the fourth Thursday of the month falls prior to a holiday weekend or special event, the regular meeting shall be moved to another Thursday of that same month.
- c. At the regular meeting of the members, there shall be transacted such business as may properly come before the members.
- d. As set forth in Article VII, Section 1, Thursday Network shall recess during the month of September. There shall be no GBM in the month of September.

Section 2. Special Meetings

- a. Special meetings of the members may be called for any purpose or purposes at any time by:
 - i. Any officer of the Executive Leadership Council; or
 - ii. The vote by a majority of the Executive Leadership Council.
- b. The call shall state the purpose or purposes of the proposed special meeting. Such meetings shall be held on such date, time, and place as may be designated in the notice thereof by an officer or a majority of the Executive Leadership Council calling any such meetings.
- c. Notice of the date, time, place, and purpose or purposes of the special meeting shall be mailed or given by electronic or personal delivery at least five (5) days before the actual special meeting.
- d. If mailed, such notice shall be directed to the address of such person which appears on the membership list of TN or such other address as any member shall have furnished in writing to the Secretary of TN or the Chairperson of the Membership Committee, at least fourteen (14) days before the actual meeting.

Section 3. Quorum

Except as otherwise expressly provided in these Bylaws, one-tenth (10%) of duly authorized members in good standing of TN present in person shall constitute a quorum.

Section 4. Voting

If a quorum is present, the vote of a majority of duly authorized members in good standing as set forth in Article II, Section 1, present and voting, shall be the act of TN. At any meeting of the members, each eligible member shall be entitled to one vote and may exercise such voting rights in person, or as otherwise allowed.

ARTICLE IV – EXECUTIVE LEADERSHIP COUNCIL

Section 1. Authority and Number

- a. The Executive Leadership Council shall manage the affairs, business, and any other such interests of TN.
- b. The Executive Leadership Council shall consist of the five (5) officers of TN as set forth in Article V of the Bylaws and the ten (10) chairpersons of the standing committees of TN as set forth in Article VI of these Bylaws.
- c. Thursday Network shall defend, indemnify, and hold the other harmless all current and active members of the Executive Leadership Council from and against all losses, damages, liabilities, deficiencies, actions, judgments, interest, awards, penalties, fines, costs, or expenses of whatever kind resulting from the other's acts or omissions, or breach of any representation, warranty, or obligation under this Agreement.

Section 2. Eligibility

- a. All members of the Executive Leadership Council shall:
 - i. Be between twenty-one (21) and forty (40) years of age upon submission of application;
 - ii. Be a member of the Greater Washington Urban League (“GWUL”);
 - iii. Pay an annual membership fee as set forth in Section 2.04 of Article II;
 - iv. Attend and participate in three (3) Thursday Network and Greater Washington Urban League community service and/or civic engagement events throughout their membership tenure of one (1) year. Any event is defined as an event planned and executed by the Community Service and Civic Engagement Committees of Thursday Network. Attendance at these events is defined as physical participation in any event. Attendance shall also be defined as virtual participation in instances where an event taking place is being held or conducted online.
 - v. Participate and serve on at least one (1) Thursday Network Standing Committee, Ad-Hoc Committee, and/or Special Committee.
 - vi. Must have attended a New Member Orientation. New Member Orientation attendance is required for all new members and returning members whose membership has lapsed for more than one (1) year.
- b. The President of Thursday Network must have served at least three-fourths of one full term on a previous TN Executive Leadership Council or an Executive Leadership Team of another NULYP Chapter. One (1) calendar year constitutes one full term.
- c. Members running for Treasurer should have a background or at least one (1) year of professional work experience in Finance, Accounting, or Auditing.
- d. No person shall hold the same office for more than four (4) consecutive terms.

Section 3. How Elected

- a. Except as otherwise provided by these Bylaws, the offices of the Thursday Network shall be elected as set forth in Article VIII.
- b. Such offices shall constitute the Executive Leadership Council as outlined in Article V and Article VI.
- c. Each Executive Leadership Council member shall serve for a period of one year beginning on the first day of the Fiscal Year and terminating on the last day of the same Fiscal Year except in the event of their death, resignation, removal, or earlier termination of their term of office.

Section 4. Resignation

- a. Any or all Officers or Chairpersons may resign at any time by giving written notice to the President and Parliamentarian of Thursday Network. Any resignation shall take effect immediately upon the date of receipt of such notice or at any later time specified therein.
- b. If the resignation is to take effect at a later date, the President and the resigning Executive Leadership Council member must mutually agree upon this date.

Section 5. Removal of President

The President may be removed for misfeasance, malfeasance, or nonfeasance of duties, including the incapacity to serve, by the following:

- a. A vote of no less than two-thirds (2/3) of the voting body provided that there is a quorum of no less than one-tenth of the entire voting body at which such action is taken by the voting body. The voting body for the purposes of this section shall be considered all members in good standing as set forth in Article II;
- b. Failure to maintain a current membership as set forth in Article II, Section 1;
- c. Failure to renew a lapsed membership within thirty (30) days of expiration, should the expiration occur during the term; or
- d. Receiving three (3) or more unexcused absences for missing any Executive Leadership Council Meetings, Special Executive Leadership Council Meetings, and/or General Body Meetings.

Section 6. Removal of Officers and Chairpersons

Any Officer and/or Chairperson, excluding the President, may be removed for misfeasance, malfeasance, or nonfeasance of duties, including the incapacity to serve, by the following:

- a. A vote of two-thirds (2/3) of the remaining Executive Leadership Council members provided that there is a quorum of no less than a majority of the remaining Executive Leadership Council members at which such action is taken by the Executive Leadership Council;
- b. Failure to maintain a current membership as set forth in Article II, Section 1;
- c. Failure to renew a lapsed membership within thirty (30) days of expiration should the expiration occur during the term, or
- d. Receiving three (3) or more unexcused absences for missing any Executive Leadership Council Meetings, Special Executive Leadership Council Meetings, General Body Meetings and/or Committee Meetings of the Committee chaired.

Section 7. Vacancy – President

- a. Vacancies occurring in the office of President by death, resignation, removal, refusal to serve, or otherwise shall be filled by the voting body at a special election to be held within sixty (60) days of the vacancy.

- b. The candidate who is elected at the special election shall become the President effective immediately and shall serve for the remainder of the term or until such President's death, resignation, or removal.
- c. Until a special election can be completed, the Vice President shall serve as the interim President and shall assume all the rights and responsibilities of the President.
- d. All candidates for President during a Special Election must be eligible according to all rules and standards set forth in Articles II, IV, and VIII.
- e. Members of the current Executive Leadership Council are eligible for the special election to the position of President for the remainder of the current term. Should a current Executive Leadership Council member win the election, their vacancy will be filled according to the rules and standards set forth in Article IV, Section 8.

Section 8. Vacancies – Executive Leadership Council

- a. Vacancies on the Executive Leadership Council, excluding the President, occurring by death, resignation, creation of new Executive Leadership Council office, failure of members to elect the entire Executive Leadership Council at any annual election, or for any other reason, including removal of the Executive Leadership Council member with cause, shall be appointed by the President and confirmed by a majority vote of the Executive Leadership Council within thirty (30) days of the vacancy. The Deputy Chairperson shall be considered first to fill the vacancy of the Chairperson for the committee on which they serve.
- b. The elected candidate shall fill the vacant position immediately and shall serve for the remainder of the term.
- c. Should the vacancy occur due to failure of the membership to elect a position during the Annual Elections, the newly elected members of the Executive Leadership Council shall be the body considered the “Executive Leadership Council” for purposes of that vote.

Section 9. Regular Meetings

Regular meetings of the Executive Leadership Council may be held at least 10 times per term at such time and place as determined by the Executive Leadership Council. Except as otherwise provided by these Bylaws, any business may be transacted at any regular meeting.

Section 10. Special Meetings

Any member of the Executive Leadership Council may call special meetings of the Executive Leadership Council. The President shall call a special meeting of the Executive Leadership Council upon written request or oral request directed to them by an Executive Leadership Council member stating the time, place, and purpose of such special meeting. Special meetings of the Executive Leadership Council shall be held on such date, time, and place as specified by the Executive Leadership Council member calling the meeting.

Section 11. Notice of Regular and Special Meetings

Written notice of the date, time, and place of each regular and special meeting of the Executive Leadership Council must be given at least three (3) days prior to such meeting, unless the notice is given orally or delivered in person, in which case it shall be given at least twenty-four (24) hours prior to such meeting.

Section 12. Quorum

At any meeting of the Executive Leadership Council, a majority of the entire authorized Executive

Leadership Council shall constitute a quorum for a vote, but less than a quorum may adjourn a meeting. Except as otherwise provided by these Bylaws, any action taken by a majority of the Executive Leadership Council, at which a quorum is present, shall be the action of the Executive Leadership Council.

ARTICLE V – OFFICERS

Section 1. Number and Designation

At all times, five (5) duly authorized members in good standing shall be officers of TN. The designation of such officers is set forth below in Article V, Sections 2 through 6.

Section 2. President

The President shall:

- a. Preside at all meetings of TN and all meetings of the Executive Leadership Council at which he/she is present and shall have powers over all aspects of the business, management, and operations of TN in accordance with these Bylaws;
- b. Serve on the Executive Committee of the affiliate (GWUL) Board of Directors;
- c. Serve as the official representative of Thursday Network to the NULYP, GWUL, NUL, and the general public;
- d. Serve as spokesperson for Thursday Network in all instances;
- e. Represent TN and participate fully in all NULYP and Eastern Region of NULYP activities, meetings, and conference calls;
- f. Develop with the Vice President and Executive Leadership Council a strategic plan at the start of the term to include goals for each Standing Committee and Officer;
- g. Ensure all programs, events, and activities of Thursday Network reflect/are aligned with the mission, goals, and initiatives of the GWUL, NUL, and NULYP;
- h. Develop monthly agendas for the meetings of the Executive Leadership Council; and
- i. Submit monthly President's reports for inclusion in the agenda of each regular meeting of the Executive Leadership Council.

Section 3. Vice President

The Vice President shall:

- a. At the request of the President, or in the absence or disability of the President, perform all the duties and may exercise all the powers of the President;
- b. Monitor, coordinate, and supervise the activities of each standing committee;
- c. Provide program support to and maintain the efficiency of the activities of the standing committees;
- d. Maintain the internal calendar of Thursday Network;
- e. Assist the President in creating and executing a strategic plan and goal setting for each committee;
- f. As Vice President-Elect, coordinate and execute the annual Executive Leadership Council Retreat during the time period between Annual Elections and the beginning of the Executive Leadership Council term; and
- g. Submit monthly Vice President's reports for inclusion in the agenda of each regular meeting of the Executive Leadership Council.

Section 4. Secretary

The Secretary shall:

- a. Act as secretary at the General Body Meeting of Thursday Network and the Executive Leadership Council;
- b. Record and produce summary notes of all Thursday Network Executive Leadership Council meetings and distribute these minutes to all executive board members.
- c. Provide administrative resources for committee chairs to act as Secretary in Thursday Network committee meetings;
- d. Have supervision over all Thursday Network calendars of events and correspondence to the Executive Leadership Council;
- e. Submit funds received to the Treasurer;
- f. Manage the Thursday Network information email account;
- g. Manage and organize all documents stored on the Thursday Network shared system;
- h. Support committee chairs in creating and updating events to the Thursday Network website; and
- i. Finalize all executive board meeting reports following Thursday Network Executive Leadership Council Meetings.

Section 5. Treasurer

The Treasurer shall:

- a. Pay all authorized expenses of Thursday Network;
- b. Maintain an accurate record of funds available;
- c. Advise the Executive Leadership Council on the budget and expenditures;
- d. Prepare and present monthly reports to the GWUL Chief Financial Officer, Executive Leadership Council, and Thursday Network membership; and
- e. Deposit all funds received from the Secretary.

Section 6. Parliamentarian

The Parliamentarian shall:

- a. Prescribe procedures of protocol for all meetings of TN and the Executive Leadership Council subject to the approval of the Executive Leadership Council;
- b. Sit in the designated area for visual access to the President during all meetings;
- c. Function as a non-interventionist, and assist and support the President in maintaining order and adhering to time schedules as approved by the Executive Leadership Council or membership;
- d. Be available to the membership during normal business hours or after meetings to answer questions about the role and function of the Parliamentarian and parliamentary procedure;
- e. Be available to work on other tasks as specified by the President; and
- f. Chair the Thursday Network Policies and Procedures Committee.

Section 7. President Emeritus

The President Emeritus shall:

- a. Be a past President of Thursday Network and member of the Executive Leadership Council;
- b. Be a dues-paying member of the Greater Washington Urban League;
- c. Mentor and advise the current President;
- d. Be available to work on ad hoc responsibilities as specified by the President;
- e. Serve in an advisory role for the Executive Leadership Council by providing leadership, guidance, and support;
- f. Be a position filled at the discretion of the active President, as needed;
- g. Not hold voting privileges within the Executive Leadership Council; and

- h. Chair the TN Advisory Council if created at the discretion of the active President.

Section 8. Advisory Council

- a. The Advisory Council will advance the strategy and vision of Thursday Network through the support of programs and initiatives, advice to the TN Executive Committee, and service through fundraising, strategic planning, and other responsibilities prescribed by the President and Executive Committee.
- b. The Advisory Council will consist of no more than five (5) past ELC members. All Advisory Council members are nominated by and elected by the ELC. Advisory Council members will be led by the President Emeritus.
- c. The Advisory Council will meet on a schedule agreed upon by its members and approved by the current ELC.
- d. The term of the Advisory Council shall be one year.

ARTICLE VI – STANDING AND OTHER COMMITTEES

Section 1. Standing Committees and Committee Chairperson Responsibilities

At all times, the following committees shall be collectively referred to as Thursday Network Standing Committees (“Standing Committee(s)”):

- a. The Civic Engagement Committee
- b. The Community Service Committee
- c. The Fund Development Committee
- d. The Membership Committee
- e. The Personal and Professional Development (“PPD”) Committee
- f. The Public Relations Committee
- g. The Social and Cultural Committee
- h. The Policies and Procedures Committee
- i. The Pride of the Movement Committee

Section 2. Civic Engagement Committee

- a. The Civic Engagement Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Support the legislative priorities of NUL, NUL Washington Bureau, NULYP, and GWUL; and
 - iii. Develop non-partisan civic and political engagement programming.
- b. The Civic Engagement Chairperson shall:
 - i. Maintain a relationship with NUL, NUL Washington Bureau, NULYP, and GWUL, in collaboration with the TN President;
 - ii. Create strategic alliances with other advocacy and political organizations; and
 - iii. Update the Executive Leadership Council and membership on relevant advocacy news and developments.

Section 3. Community Service Committee

- a. The Community Service Committee shall:
 - i. Consist of two chairpersons, Community Service Events Chairperson and the Community Service Programs Chairperson, and other Thursday Network members;
 - ii. Develop and coordinate community service activities (ad-hoc events and ongoing programs) based on members’ interests and current Thursday Network programmatic pillars; and

- iii. Implement activities based on NUL, NULYP, GWUL, and Thursday Network strategic or signature initiatives.
- b. The Community Service Events Chairperson shall:
 - i. Acknowledge and lead events designated by NULYP and other monthly ad-hoc events;
 - ii. Serve as a liaison to GWUL and its auxiliary organizations (e.g. The Guild) for GWUL community service initiatives;
 - iii. Serve as a liaison to local community organizations;
 - iv. Create strategic alliances with other community service organizations; and
 - v. Work in coordination with the Community Service Programs Chair.
- c. The Community Service Program Chairperson shall:
 - i. Acknowledge and lead Thursday Network signature programs and scholarship funds;
 - ii. Serve as a liaison to GWUL and its auxiliary organizations (e.g. The Guild) for GWUL community service initiatives;
 - iii. Serve as a liaison to local community organizations;
 - iv. Create strategic alliances with other community service organizations; and
 - v. Work in coordination with the Community Service Events Chair.

Section 4. Fund Development Committee

- a. The Fund Development Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Generate funding for TN general operations, programs, and events through securing sponsorships and donations and utilizing other avenues; and
 - iii. Contribute to fundraising collateral for various audiences.
- b. The Fund Development Chairperson shall:
 - i. Develop a fundraising business plan for TN;
 - ii. Create fundraising collateral for various audiences, including but not limited to, members, corporations, and TN partners;
 - iii. Provide monthly updates to Executive Leadership Council members on funding initiatives;
 - iv. Maintain a relationship with GWUL fundraising/grant writing personnel;
 - v. Work collaboratively with standing committee chairpersons on revenue-generating events and corporate-sponsored events;
 - vi. In collaboration with the TN President, create strategic alliances with small businesses, corporations, and organizations to enhance TN's fundraising ability; and
 - vii. Separately track, record, and report on contributions to Thursday Network by Executive Leadership Council members.

Section 5. Membership Committee

- a. The Membership Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Develop and execute a membership recruitment and retention plan; and
 - iii. Develop and coordinate activities and events that will increase membership and retention.
- b. The Membership Chairperson shall:
 - i. Execute regularly scheduled New Member Orientation sessions to prepare new members for active service and participation in Thursday Network;
 - ii. Update and manage the Thursday Network Member Database;
 - iii. Provide membership updates to GWUL, NUL, and NULYP as requested;

- iv. Update and issue member renewal letters and correspondence;
- v. Work closely with the Treasurer and Secretary to ensure membership fees and member roles are accurate and up to date; and
- vi. Provide monthly and annual reports on membership numbers, including additions, expirations, and renewals.

Section 6. Personal and Professional Development Committee

- a. The Personal and Professional Development Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Plan and coordinate events to develop Thursday Network members personally and professionally; and
 - iii. Support and reinforce initiatives of the NULYP Leadership, Training, and Professional Development Committee.
- b. The Personal and Professional Development Chairperson shall:
 - i. Submit GBM topics, timelines, and outlines to Executive Leadership Council for all GBMs;
 - ii. Update and manage the Thursday Network speaker database; and
 - iii. Execute all logistical needs of the GBM (e.g. secure venues; provide all materials, supplies, and refreshments).

Section 7. Public Relations Committee

- a. The Public Relations Committee shall:
 - i. Consist of two chairpersons, Public Relations Marketing Chairperson and the Public Relations Digital Media Chairperson, and other Thursday Network members; and
 - ii. Contribute content for all Thursday Network digital media (e.g. magazine, website, newsletter, blog, podcast, and social media) related to events, initiatives, and meetings.
- b. The Public Relations Marketing Chairperson shall:
 - i. Package and promote the Thursday Network magazine, newsletter, blog, and podcast at the chair's discretion;
 - ii. Maintain a relationship with the GWUL Communications Director, in collaboration with the President;
 - iii. Prepare press releases, press kits, and other materials for all appropriate events and seek opportunities and build alliances with media and online outlets to market Thursday Network;
 - iv. Work with the President and committee chairpersons to develop talking points and messaging related to events, initiatives, and meetings; and
 - v. Coordinate the availability of necessary marketing materials at all appropriate events.
- c. The Public Relations Digital Media Chairperson shall:
 - i. Be the chief administrator of Thursday Network's website and social media accounts;
 - ii. Develop and maintain TN's brand awareness and online reputation;
 - iii. Package and promote Thursday Network digital media (e.g. website and social media);
 - iv. Execute website and social media portion of marketing and promotional strategies using external communication outlets marketing materials and media relations, in conjunction with the Public Relations Marketing Chairperson;
 - v. Respond to all media inquiries in a timely manner, in coordination with the Public Relations Marketing Chairperson;
 - vi. Report social media metrics to the President and Executive Leadership Council as needed; and

- vii. Work with all Executive Leadership Council members to ensure proper branding and look of all TN digital communications and marketing.

Section 8. Social and Cultural Committee

- a. The Social and Cultural Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Develop and coordinate social activities and events for members; and
 - iii. Develop and coordinate social activities and events to engage Thursday Network members with the community.
- b. The Social and Cultural Chairperson shall:
 - i. Oversee the execution of all social activities and events;
 - ii. Develop and maintain relationships with other organizations; and
 - iii. Identify and host the post-GBM networking activity.

Section 9. Policies and Procedures Committee

- a. The Policies and Procedures Committee shall:
 - i. Consist of the Parliamentarian, who shall serve as the chairman, and members in good standing;
 - ii. Regularly examine the bylaws and other governing documents and propose needed changes in these documents to facilitate TN operations;
 - iii. Review all submitted amendments for compatibility with the bylaws;
 - iv. Prepare proposed amendments to the Executive Leadership Council;
 - v. Prepare proposed changes for circulation to the membership; and
 - vi. Advise the Parliamentarian in the interpretation of policy and other rules.

Section 10. Pride of the Movement Committee

- a. The Pride of the Movement Committee shall:
 - i. Consist of a chairperson and other Thursday Network members;
 - ii. Work in coordination with other committees to develop and coordinate an event, each quarter, focused on LGBTQIA+ related issues, culture, and/or history; and
 - iii. Collaborate with the Personal & Professional Development committee to host a Pride-themed general body meeting every year during Pride month.
- b. The Pride of the Movement Chairperson shall:
 - i. Ensure that events and/or programming is inclusive, by being a voice for the LGBTQIA+ community during executive board meetings;
 - ii. Update the Executive Leadership Council and membership on relevant news and developments regarding the LGBTQIA+ community; and
 - iii. Create strategic alliances with the LGBTQIA+ community of the Washington, D.C. metropolitan area.

Section 11. Standing and Other Committees

- a. **Creation.** The Executive Leadership Council, by resolution passed by a majority of the Council, may establish a new standing committee that supports the vision and mission of Thursday Network.
- b. **Criteria.** The new standing committee must support a new and relevant issue that aligns with the mission and vision of the organization. The committee cannot be duplicative or inclusive of the

functions of an existing standing committee.

- c. **Chairperson.** The chairperson of the standing committee shall be appointed by the President and confirmed by majority vote of the Executive Leadership Council. The appointed chairperson shall be a member in good standing as set forth in Article II, Section 1.
 - i. The chairperson shall be entitled to one vote and may exercise such voting rights in person, or as otherwise allowed to conduct the affairs and business of Thursday Network.
 - ii. After initial appointment, subsequent chairpersons will be voted on and approved by the General Body during regular elections.

Section 12. Ad Hoc Committees

- a. **Creation.** The President, with the vote of the Executive Leadership Council, may create from among its members any other committees (“Ad Hoc committees”) to conduct certain affairs of the Thursday Network. An Ad Hoc committee shall consist of at least one Executive Leadership Council member, individual members and other persons appointed by the Ad Hoc committee chairperson. Each Ad Hoc committee shall keep a written record of its proceedings and report the same to the President and Vice President.
- b. **Chairpersons.** The chairperson of an Ad Hoc committee shall be appointed by the President and confirmed by majority vote of the Executive Leadership Council provided that the appointee is a member in good standing as set forth in Article II, Section 1. All Chairpersons will report to the President and Vice President.
- c. **Limitation on Power.** An Ad Hoc committee shall not have any of the following power or authority:
 - i. The submission to members of any action requiring approval of members;
 - ii. The amendment or repeal of any vote or resolution of the Executive Leadership Council; or
 - iii. The amendment or repeal of any action on matters committed by these Bylaws or by resolution of the Executive Leadership Council to another ad hoc committee.
- d. **Expiration.**
 - i. An ad hoc committee shall cease to exist after the completion of its duties or at the designation of the President, with the vote of the Executive Leadership Council.
 - ii. All ad hoc committees shall automatically expire at the completion of the term of the appointing President.
 - iii. The succeeding President may re-establish any ad hoc committee.

Section 13. Deputy Positions

- a. The Chairperson of each committee in consultation with the current Vice President may designate a certain support role, known as “Deputy Chairperson,” for the purpose of advancing Thursday Network programming.
- b. Committee Chairpersons may share support roles with a “Deputy Chairperson” that will support the work of their committees.
- c. These positions shall be filled by the application process as used to fill positions in the Executive Leadership Council. The application will be reviewed by the Vice President and the Committee Chairperson to which the Deputy Chairperson will support.
- d. No member in the role of Deputy Chairperson shall vote or have any of the authorities and responsibilities of the Executive Leadership Council.
- e. Deputy Chairpersons term shall expire at the end of the term.
- f. Deputy Chairpersons shall:

- i. Be between twenty-one (21) and forty (40) years of age upon submission of application;
- ii. Be a member of the Greater Washington Urban League (“GWUL”);
- iii. Pay an annual membership fee as set forth in Section 2.04 of Article II;
- iv. Have previously participated and serve on at least one (1) Thursday Network Standing Committee, Ad-Hoc Committee, and/or Special Committee;
- v. Must have attended a New Member Orientation. New Member Orientation attendance is required for all new members and returning members whose membership has lapsed for more than one (1) year;
- vi. Not be actively serving as a Deputy Chairperson for another Thursday Network Committee;
- vii. Attend all Thursday Network Meetings as defined by the President.

ARTICLE VII – FISCAL YEAR

Section 1. Fiscal Calendar

- a. The fiscal year of TN shall commence on October 1 of each year and terminate on September 30 of the following year.
- b. Effective on October 1, 2019, Thursday Network shall recess during the month of September, where all programming (excluding meetings of the ELC) is temporarily suspended. During this recess, any programming shall be at the discretion of the Executive Leadership Council by majority vote.
- c. This shall remain in alignment with the Greater Washington Urban League fiscal year. Should their fiscal year change, TN will automatically follow the same.

ARTICLE VIII – ELECTIONS

Section 1. Annual Elections

- a. The entire Executive Leadership Council shall be elected during an annual general election (“Annual Election” or “General Election”).
- b. Annual Elections are those in which all members of the Voting Body are eligible to cast one vote for each office.

Section 2. Elections Committee

- a. There shall be an “Elections Committee” comprised of five (5) members of the Thursday Network General Body, authorized to properly execute the Annual Elections as set forth by the Bylaws, and Elections Code of Thursday Network.
- b. All Thursday Network members in good standing shall be eligible to serve on the Annual Elections Committee, with the exception of candidates for office.
- c. The Executive Leadership Council shall properly advertise the opportunity to apply for a position on the Annual Elections Committee no less than 120 days before the Vote.
- d. The Thursday Network General Body shall by vote select five (5) members for the positions on the Elections Committee. The five (5) candidates receiving the most votes shall be deemed elected.
- e. The Parliamentarian of Thursday Network shall be a resource to the Elections Committee.
- f. The chairperson shall be determined by the Elections Committee by no less than a majority vote.
- g. The Elections Committee shall have the power and duty to recommend, to the Executive Leadership Council, policies and procedures for the upcoming Elections cycle that are not addressed in the TN Bylaws, and Elections Code. The Executive Leadership Council must receive and vote on these recommendations no later than 45 days before the beginning of the upcoming

Election.

- h. The Elections Committee Chairperson shall work with the Membership Chairperson, the Treasurer, and the Secretary of Thursday Network to verify eligibility to vote for TN members.
- i. The Elections Committee shall provide proper procedures to allow for absentee balloting.
- j. The Elections Committee shall publish Rules, Regulations, Guidelines and an Elections Timetable and make these available to all TN members and Candidates. The Executive Leadership Council must approve these documents prior to release.

Section 3. Time of Elections

- a. Elections shall be held every year, with the Elections cycle beginning at the July General Body Meeting and concluding at the August General Body Meeting. Nominations for each position will take place at the July General Body Meeting.
- b. A campaign period not longer than one month shall conclude with a ballot vote by members in good standing of Thursday Network on the day of the August General Body Meeting.
- c. No campaign speeches shall be allowed at the July General Body Meeting or any meeting outside of the August General Body Meeting and Meet the Candidates Forum.
- d. The Chairperson of the Elections Committee shall, with the consent of the Executive Leadership Council, determine and publish a timetable of all dates, deadlines, milestones, and requirements for the elections process no later than the June General Body Meeting.

Section 4. Nominations

- a. **Methods of Nomination.** An Individual Member shall seek election to an office by being nominated in one of the following ways:
 - i. A member of the Voting Body may nominate another Individual Member (a “Third Party Nomination”) by contacting the Elections Chairperson, no later than the date specified in the Elections’ Timetable; or
 - ii. A member of the Thursday Network may nominate himself/herself by contacting the Elections Chairperson no later than the date specified in the Elections Timetable.
 - iii. A nominated member must submit a completed Election packet and meet all requirements to stand for election no later than the date specified in the Elections Timetable.
- b. **Approval of Nomination.** The Elections Chairperson shall approve all nominations upon verification that all requirements for placement on the ballot have been met. These requirements include, but are not limited to, all requirements set forth in Articles II and IV of these Bylaws. No Candidate shall be elected to office unless an approved nomination packet is on file with the Elections Committee.
- c. **Limitation.** No candidate shall run for more than one position/office on the Executive Leadership Council in a given election year.

Section 5. Voting

- a. **Voter Qualifications.** Only the Voting Body, which shall consist of members in good standing (i.e. those persons that have met all requirements for satisfying membership as described in Article II), is eligible to vote. The Membership Chairperson and the Treasurer shall forward a list of Chapter Members eligible to vote to the Elections Chairperson no later than 10 days prior to the Annual Elections Meeting. A list of all members in good standing qualified to vote shall be available at the Annual Elections Meeting.
- b. **Ballots.** Voting shall be by ballot at the August General Body Meeting. Absentee ballots shall be

allowed provided that the Elections Chairperson receives the absentee ballot by the date specified in the Elections Guidelines. Each ballot (including absentee ballot) shall contain the names of all eligible candidates for all open positions. Each Voting Member shall cast one ballot.

- c. **Vote Tabulation.** The Elections Committee shall collect the ballots, count the votes, and announce the results of the election. The Elections Committee shall oversee the counting of the ballots immediately following the voting procedure, as specified by the Election Guidelines & Timetables.
- d. If a candidate is unopposed, such candidate must have received a majority of the votes cast to win.

Section 6. Run-Off Election

- a. In the event of a tie vote for an executive Leadership Council position, the candidates with the highest equal votes shall participate in a run-off election until one candidate receives a simple majority (i.e. 51%) of the votes cast. The run-off election shall occur at the Annual Elections Meeting.
- b. No absentee ballots shall be allowed for any run-off election.

Section 7. Elections Results

The results shall be announced at the end of the August General Body Meeting, following the vote tabulation.

Section 8. Campaigning

All candidates must abide by all campaigning rules, as specified in the Election Guidelines.

ARTICLE IX - AMENDMENT PROCEDURES

- a. These Bylaws may be amended by two-thirds of the votes cast provided: (1) written notice is forwarded to the membership fifteen (15) days prior to the poll opening; and (2) the proposed amendment(s) is (are) circulated at a regular or special meeting, mailed (including email), or provided to the membership fifteen (15) days before the poll opening.
- b. Any member or committee wishing to amend the Bylaws shall forward the proposed change(s) in writing with rationale to the Policies and Procedures Committee for consideration, using the amendment form.
- c. Typographical, formatting, and grammatical errors may be corrected during the amendment reconciliation process without being subject to subsections (a) and (b) of this section.

ARTICLE X - PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Organization in all cases in which they are applicable and in which they are not inconsistent with these bylaws, any policy or governing document of the Greater Washington Urban League and any special rules of order the Organization may adopt.

ARTICLE XI - EFFECTIVE DATE

These Bylaws will become effective on the date of their adoption by the membership.

Revised June 26, 2017

Revised December 27, 2018

Revised April 4, 2019

Revised May 8, 2019

Revised August 22, 2019

Revised March 16, 2021

Revised July 6, 2021

Revised July 21, 2023