Minutes from the Independence Squares Board Meeting
Wednesday, May 6th, 2026, at 5:00 PM via Zoom

Board Members Present: Chris, Dave T., Katherine & Cindy, Kellie & Eileen, Mike, Sarah, Steve
Board Members Absent: None
Guests Present: Bob, Deb, George, Helena, Linda, Suzanne, Will

Motions Made Over Email

Steve requested to call a tip at the April combo dance during the dinner break. In an email on April 10th, **Mike made a motion that Steve be allowed to call a tip during the break at the double header dance with Mark on April 18th, 2026. Kellie seconded. The motion passed with 6 votes in favor and 0 votes against. Steve recused himself from the vote.**

In an email on April 15th, Linda announced to the Board that the HASP Committee has decided to go on hiatus until there is a need for them to reconvene. During the hiatus, volunteers will still set out hand sanitizer and masks at dances and set up the HEPA filter air purifiers. Linda stated that she would make an announcement to the club once the Board confirmed HASP's decision.

Steve made a motion over email for the Board to accept the HASP Committee's recommendation that the committee go on hiatus until such time as a need arises for its regrouping. Mike seconded. The motion passed with 6 votes in favor and 1 abstention.

In an email on April 20th, Steve proposed renting Merz Hall in addition to the usual spaces on three upcoming Tuesdays to alleviate the problem of crowding in the back room.

Mike made a motion to approve funds to rent Merz Hall on April 28th, May 5th, and May 12th. Steve seconded. The motion passed with 6 votes in favor and 1 abstention.

Approval of the Minutes – Sarah

Sarah made a motion to approve the minutes from the April meeting as amended. Steve seconded. The motion passed unanimously.

Treasurer's Report – Katherine and Cindy

The written report is attached to these minutes. PNC has completed their investigation into the fraudulent charges on the club's PNC debit card, and they confirmed that the reinstatement of the funds to our account is permanent. The last CD the club had with Live Oak matured in April, and that money was transferred to the Live Oak savings account. The Finance Committee will consider future short-term CDs at their next meeting.

Approving New Members

Steve made a motion to approve membership for four new members. Mike seconded. The motion passed unanimously.

There was a discussion about whether the new members should receive free badges despite not being members of the Mainstream class.

Mike made a motion that we provide one free badge to people who are newly joining the club. Eileen seconded. The motion passed unanimously.

Preparations for the Annual Meeting

Sarah will send out an email to the membership with the agenda, the Zoom link, the minutes, and the proposed changes to the bylaws after this meeting. Peg has volunteered to be the judge of elections this year. Election Buddy will be used to count the votes.

Steve made a motion to give Mark and Betsy gifts in either cash or gift cards. Mike seconded. The motion passed unanimously.

Guidelines for Smooth Dancing and an Inclusive Dance Environment – Steve and Chris

The committee has not met yet. There are currently five members. Steve and Chris will reach out to another five dancers that they would like to invite to join the committee, and the committee will plan to meet afterwards.

Facilities Committee – Steve and Sarah

The Merion Friends Meeting House responded with a quote for the Glitter Ball, which is higher than what we paid last year. This will not change our plans for 2026, but there may be interest in making the Glitter Ball shorter or moving to a different location in 2027. Steve will close out the old PO Box soon, and mail will be forwarded to the new PO Box.

Publicity and Communications – Chris

Chris intends to use money from the Recruitment Committee budget to pay for the club's MailChimp account through the end of September. After that, he will consider whether to continue paying for MailChimp or move to another email client and make a proposal.

Accommodations for Square Dancers with Disabilities

Bob drafted a statement with additions from Steve intended to encourage attendees at club events to let the club know if they need any extra support or accommodations to participate fully. The Board reviewed the statement and made some edits. Board members also suggested asking Dave B. to review and edit the notice.

Steve made a motion that the club post this notice or a similar notice at the June Open House. If after another round of editing there are substantial changes, the Board will vote on the notice again over email. Mike seconded. The motion passed with 6 votes in favor and 1 vote against.

Draft of the proposed statement:

> In accordance with our sincere desire to make Independence Squares welcoming for all, the club wants to affirm that we are eager to hear of situations in which the club presents barriers to any of our community. Since we are all individuals, any person might encounter a situation where the club presents that person with an obstacle to enjoying our activities. If any of us encounters such a situation, the club would be very happy to learn about it and explore what the club might be able to do to ensure that all our dancers have the best experience possible.

Recruitment Committee – Steve

The written report is attached to these minutes. There will be a demonstration at the Dining Under the Stars event in Media with Steve calling. Cindy will pursue an insurance certificate for the event.

Mainstream and Plus Program Rep Report – Kellie and Eileen

Kellie reported that there is a strong desire for both a Mainstream workshop and a Plus class. She and Eileen reached out to the callers for their opinions and got their initial impressions.

Welcoming Trans and Nonbinary Dancers – Sarah

Sarah gave a presentation on the use of gender-neutral pronouns and asked Board members to consider ways in which we can create a welcoming environment for trans and nonbinary dancers.

Nominating Committee – Dave T.

Dave T. sent the full slate of candidates to Sarah, and everything is ready for the election. Steve thanked Dave T. and Linda for their work on the Nominating Committee.

Caller Liaison Committee – Mike

The written report is attached to these minutes. Mike asked Chris to write a survey to send to dancers asking what classes and workshops they would most like to take next year, and Chris sent his draft to the Board. Board members gave their feedback about the survey. There was further discussion about what programs to offer on Tuesday nights.

Fly-In Committee Report

The Fly-In Committee submitted a proposed budget for 2027.

Mike made a motion to accept the Fly-In Committee's budget. The Treasurer seconded. The motion passed unanimously.

Bylaws Committee – Dave T. and Sarah

Jed could not be present, but he submitted a final version of the proposed bylaw changes. He also enclosed an introductory statement explaining that the Bylaws Committee received a number of suggestions from the Board and other members of the club and chose to incorporate some, though not all, of them into the proposal. There was a discussion about whether to let the phrase "endorsed by the Board" in the introductory statement stand or to change the wording to indicate that the Board did not endorse the proposals. Steve recused himself.

Mike made a motion to include a statement in the presentation of the proposals to the club. Dave T. seconded. The motion failed with 2 votes in favor, 2 votes against, and 2 abstentions.

Mike made a motion to include the statement as worded. Dave T. seconded. The motion passed with 4 votes in favor and 2 votes against.

Potential Photo Policy Revision

Prior to the meeting, Ron pointed out that the club's actual photo policy differs somewhat from the written policy. Steve stated that he believed that everyone who posts photos for the club has followed the spirit of the law in that they do not use any photo that includes the face of someone who does not want their image to be used, but they might use a photo in which, e.g., that person's shoulder appeared, or possibly blur them out or crop them out. Chris volunteered to re-write the policy and present a new version to the Board.

The meeting was adjourned at approximately 7:00 PM. The next scheduled Board meeting will be on June 23rd, after the election.

Respectfully submitted,
Sarah
Secretary, Independence Squares

Treasurer's Report - Activity through 4/30/2026

- Ending balance total across PNC and LiveOak account was $56,479.32 on 4/30/2026 as compared with $53,766.37 on 3/31/2026 - an increase of $2,712.95.

- The operating loss for Tuesday classes grew to ($5,097.04) as of 4/30/2026 from ($4,483.94) as of 3/31/2026 - an additional loss of ($613.10).

- The operating loss for Special dances shrunk by $207.18 to ($583.87) as of 4/30/2026 as compared with ($791.05) as of 3/31/2026.

- Considering all income and expenses for the current 2025-2026 fiscal year, the Club is operating in the black by $2,857.02. This is thanks, in large part, to 2026 Fly-in proceeds and, somewhat, to membership dues payments for the 2026-2027 fiscal year beginning to roll in.

- PNC informed us that their investigation is complete regarding the two fraudulent charges that were made against our PNC Visa/Debit card. They confirmed that their complete reinstatement of funds ($2,574.84) to our checking account is permanent.

- The last CD we had with Live Oak Bank came to maturity on 4/23/2026 and the final balance, $20,819.99, which included all accrued interest, was moved to our Live Oak Savings account on that date. The Finance Committee will meet to consider future short-term CDs relative to our anticipated expenses over the next year. The interest rate on our Live Oak Savings account is 3.80% and it is very competitive with Live Oak’s current APR for their 1-year CD which is 3.90%.

Respectfully submitted,
Cindy Konecko
Katherine Cheetham
Co-Treasurers

Submitted: 5/5/2026

Report from the Recruitment Committee to the Board of Directors for their meeting on May 6, 2026

Our Committee is Arin, Chris, George, Helena, Marika, Steve, Vinney and Will.

We last met on Thursday, April 23.

Our next meeting will be on May 14th at 6:30.

Vinney made a sign up folder for upcoming outreach activities. We encourage dancers to sign up to help when we make announcements every Tuesday. Chris has surveyed dancers who joined us since the pandemic. The results will help us to better allocate resources. Steve make palm cards and flyers to distribute on Tuesdays.

We received communication from PhillyPride365. We have yet to find out how much a spot will cost us. Evidently spots will be prorated based on the favorability of the location. The Pride Festival will take place on June 7.

We talked about Dancing Under the Stars and decided that we would like a block of at least 20 minutes during the two hour activity that night during which to present our demo etc. Steve will contact the organizers about exactly how much time we will have during the two hours on July 15.

Steve received a folder of material about recruitment over the years at IS from Mary Kay. There is some good stuff in there. He will pass the folder on to Vinney and then Chris and then whoever else to take a look at.

We set ourselves several tasks to work on before the next meeting.

George will start working on an audio visual presentation that can be running at our table at Pride. **Steve** sent him 4 videos to start with and will send more material.

Steve started posting on Facebook. **Arin and Marika** will start posting on Instagram. **Chris** has already started posting on Philly Gay Calendar.

Chris will buy a month membership in MailChimp for $13 and send out the first email notice to our list of 350 people.

Chris, **Steve** and **Helena** will research realtors in the gayborhood and look into asking them to insert info about our open houses into gift baskets new homeowners may receive.

Steve will ask Kellie, Ariel, Joslyn, Marissa and Jessa about contacting Bebashi just to make a connection but then maybe to see if we can do a demo at their location.

Caller Liaison Committee Report

Independence Squares Board of Directors Meeting – May 6, 2026

The information below is accurate as of May 4, 2026, and may not reflect any updates received after this report's preparation. Please note that all dances are at the Lutheran Church unless otherwise noted.

Opening Discussions/Notes for Board

No additional contracts or promises have been made to any caller regarding the holding of workshops or classes, virtual or live, other than those listed below.

Please inform the Caller Liaison Committee of any changes regarding policies concerning the hiring of callers and dance schedules allowing ample time for the committee to make any adjustments or changes.

Dances Through April 2028

Callers have been contracted and confirmed for the following dances taking place April 2026 through April 2028.

Saturday, May 9, 2026 – Mainstream and Plus – Dan Koft Wheel Around NJ People Care Center, Bridgewater, NJ 3:00 pm – 6:00 pm

Saturday, June 13, 2026 – Mainstream and Plus Pride Dance Betsy Gotta 7:00 pm – 9:30 pm

Tuesday, June 16, 2026 – Open House Betsy Gotta 7:00 pm – 9:00 pm

Tuesday, July 14, 2026 – Mainstream and Plus Dayle Hodge 7:00 pm – 9:30 pm Arch Street Meeting House (has A/C), 320 Arch Street, Philadelphia Free Parking, Enter lot on 4th Street

Saturday, August 15, 2026 Summer Splash All-level Dance Mainstream – C1 Dayle Hodge 1:00 pm – 5:00 pm Unitarian Universalist Society of Mill Creek – Joint Dance with DC Lambda Squares and Chesapeake Squares

Tuesday, September 8, 2026 – Open House Betsy Gotta 7:00 pm – 9:00 pm

Saturday, October 17, 2026 - 3:00 pm – 5:30 pm Advanced and C1; 5:30 pm – 7:00 pm Dinner (Social?); 7:00 pm – 9:30 pm Mainstream and Plus Betsy Gotta

Saturday, December 5, 2026 – Glitter Ball Mainstream through C1 – Betsy Gotta – Merion Friends Meeting House 3:00 pm – 6:30 pm

Saturday, January 23, 2027 – Advanced and C1 Mark Franks 7:00 pm – 9:30 pm

Saturday, February 13, 2027 – Mainstream and Plus Valentine's Dance David Hartman

3:00 pm – 5:30 pm

Saturday, March 13, 2027 - 3:00 pm – 5:30 pm Mainstream and Plus; 5:30 pm – 7:00 pm Dinner; 7:00 pm – 9:30 pm Advanced and C1 Betsy Gotta

April 2027 Fly-in: Callers: Barry Clasper, Mark Franks, Eric Henerlau, John Hawley April 2-4, 2027 Sheraton Bucks County Please note that John Hawley will only be calling on Saturday, April 3, 2027

Saturday, June 12, 2027 – Mainstream and Plus Pride Dance Betsy Gotta 7:00 pm – 9:30 pm

Saturday, August 21, 2027 Summer Splash All-level Dance Mainstream – C1 Dayle Hodge 1:00 pm – 5:00 pm Unitarian Universalist society of Mill Creek – Joint dance with DC Lambda Squares and Chesapeake Squares David Hartman will be calling with Dayle during the first half of this dance.

Saturday, October 16, 2027 - 3:00 pm – 5:30 pm Advanced and C1; 5:30 pm – 7:00 pm Dinner (Social?); 7:00 pm – 9:30 pm Mainstream and Plus Brian Jarvis

Saturday, December 4, 2027 – Glitter Ball Mainstream through C1 – Dayle Hodge – Merion Friends Meeting House 3:00 pm – 6:30 pm

March 31 – April 2, 2028 Fly-in: Callers: Betsy Gotta, Michael Kellogg, Justin Russell, Brian Jarvis Sheraton Bucks County Please note that Brian Jarvis will only be calling on Saturday, April 1, 2028

<u>FYI Notes</u>

1) On April 7, 2026, Mark Franks will begin teaching the additional Plus calls from the revised list as established by CallerLab so that the Plus dancers will be ready for the new program list in September 2026.

2) Both Betsy Gotta and Mark Franks will be available and ready to start classes on September 22, 2026. The next step for the board is to determine what programs to offer and whether it be a class or a workshop.

3) The committee is working on scheduling dances for 2027 based on the preferred dates from the board. The only dance remaining unfinished is the May 2027 Joint dance with Times Squares.

Respectfully submitted,

Mike Rutkowski

Linda Bourdet

Dave Blatt

Fly-In 2027 Budget

		Budget	Actual	Notes
Income				
	Registration fees	$ 15,500.00		
	Misc Income	$ -		
	Total Income	$ 15,500.00	$ -	
Expenses				
	Ballroom expense	$ 7,746.48		
	Caller fees	$ 3,500.00		
	Caller meals	$ 350.00		
	Caller travel	$ 2,025.00		
	Caller hotel rooms	$ 630.58		9 rooms minus 5 comped at $157.62 each
	Decorations	$ 300.00		
	Supplies	$ 200.00		
	Sat costume ball prizes	$ 100.00		
	Raffle expenses	$ 200.00		
	Publicity	$ 300.00		
	Candy	$ 40.00		
	IAGSDC donation	$ 250.00		
	Printing	$ 250.00		
	Tip	$ 100.00		
	Postage	$ 25.00		
	PayPal fees	$ 300.00		
	Total Expenses	$ 16,317.06	$ -	
	Net income before ticket sales	$ (817.06)	$ -	
Ticket sales				
	50/50 proceeds	$ 800.00		
	Basket income	$ 3,000.00		
	Total ticket sales	$ 3,800.00	$ -	
	Net income including ticket sales	$ 2,982.94	$ -	

Independence Squares
Club By-Laws ~~as of June 2025~~ Proposal for June 2026

Article I – Name, Mission, Seal and Statement of Non-Discrimination

1.1 Name
The corporation shall be known as Independence Squares and shall be referred to herein as "The Organization."

1.2 Mission
Independence Squares is dedicated to promoting Modern Western Square Dancing while enhancing the image of LGBTQ+ people.

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1.3 Seal
The organization seal shall have inscribed on it the name of The Organization, the year of its organization, and the words "Corporate Seal, Pennsylvania."

1.4 Statement of Non-Discrimination
Independence Squares does not and shall not discriminate on the basis of race, religion, gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, membership, hiring and firing of staff, and selection of volunteers and vendors.

Article II - Members

2.1 Elections and Qualification
Members must have completed a Mainstream Class and shall be elected by two thirds vote of the Board of Directors.

2.2 Dues
The Board of Directors may determine annual dues.

2.3 Non-Payment of Dues
Dues are to be paid by June 1st each year. Nonpayment of annual dues suspends membership until such time as dues are paid.

2.4 Expulsion/Suspension
The Board of Directors, by affirmative vote of two-thirds of all members of the Board, may suspend or expel a Member for cause after an appropriate hearing.

2.5 Reinstatement
Upon written request signed by a former Member, who was suspended or expelled for reason other than non-payment of dues, the Board of Directors may, by affirmative vote of two-thirds of the Officers of the Board, reinstate said former Member~~s~~.

Article III - Meetings of Members

3.1 Annual Meeting
The Annual Meeting of Members shall be held on or before June 15th each year. Elections for the Board of Directors shall be held at the Annual Meeting. Members may request, in writing, items be placed on the agenda of Annual Meeting by the Secretary no later than 30 days before the meeting. If the Annual Meeting is not held within six

months after the designated time, any Member may call such a meeting.

3.2 Special Meetings

Special Meetings of the Members may be called at any time by the President, the Board of Directors, or ten percent of the membership. It shall be the duty of the Secretary to fix the time of the meeting, which shall be held no more than thirty days after the receipt of the request. Business transacted at all Special Meetings shall be confined to the subjects stated in the agenda publicized for that Special Meeting.

3.3 Notice of Meetings

Written notice of every Meeting of the Members shall be given by the Secretary to each Member at least fifteen days prior to the day named for the meeting. In the case of a Special Meeting, the notice shall specify the general nature of the business to be transacted.

3.4 Quorum

A Meeting of Members duly called shall not be organized for the transaction of business unless a quorum is present. The presence of one-third of the Members shall constitute a quorum at all Meetings of the Members. The Members present at a duly organized meeting can continue to do business until adjournment, notwithstanding the withdrawal of enough Members to leave less than a quorum. If a meeting cannot be organized because a quorum has not attended, those present may adjourn the meeting until such time and place as they can determine. Those who attend the second meeting, although less than a quorum, shall nevertheless constitute a quorum.

3.5 Right to Vote

Every Member of the organization is entitled to one vote. The books or records of membership shall be produced at any meeting of The Organization. If at any meeting the right of a person to vote is challenged, the presiding officer shall require records be produced as evidence of the right of the person challenged to vote. The right of a Member to vote ceases upon termination or suspension of membership.

Article IV -Board of Directors

4.1 Powers, Responsibilities, and Accountabilities

The business and affairs of this corporation shall be managed under the direction of the Board of Directors, except as may be otherwise provided in these Bylaws or the Articles of Incorporation. The duties include, but are not limited to, performance of tasks related to its responsibility for policymaking, planning, review, finances, and community relations. The Board of Directors is accountable to the members of The Organization for managing the affairs of The Organization.

4.2 Composition

The Board of Directors shall consist of seven officers of The Organization, all of whom shall be members of The Organization. The Officers of The Organization shall be: President, President-Elect, Secretary, Communications Coordinator, Treasurer, and two

Members-at-Large who serve as Program Representatives. One Member-at-Large position will serve as a representative of the Mainstream and Plus dancers and shall be a member of The Organization who is planning to participate primarily in Mainstream and/or Plus classes/workshops or dance events in the upcoming Fiscal Year. The second Member-at-Large position will serve as a representative of the Advanced and Challenge dancers and shall be a member of The Organization who is planning to primarily participate in Advanced and/or Challenge classes/workshops or dance events in the upcoming Fiscal Year. Those elected to the offices of President-Elect and Treasurer shall have been participating in class and/or Organization activities for a period of no less than two years. In the event that two members wish to share the responsibilities of an elected Office, they may do so as co-Officers on the ballot, but each Office is considered to function as a single voting entity when deciding Board matters. Members who share the responsibilities of an elected Office are not permitted to jointly sign any checks or any contracts of The Organization or jointly approve any disbursement of funds. Officers who are in a personal relationship with each other are not permitted to jointly sign any checks or any contracts of The Organization or jointly approve any disbursement of funds.

4.3 Election and Terms

A. Terms will be for one year or until successors are elected, with the exception of the Treasurer and President-Elect who will be elected for 2-year terms. The Treasurer will be elected in odd numbered years. A President-Elect shall be elected each year and will move into the position of President the following year.
B. Elections shall be held during the Annual Meeting of the Members. All dues paying Members are eligible to vote.
C. All terms begin at the close of the Annual Meeting at which elections are held.
D. Notice of the date and time of the elections and any declared candidates will be given to each Member at least 30 days prior to the election.
E. One-third of the eligible Members must vote in order for the election to be valid. If the election is held at a duly announced Annual Meeting and the number of Members present is smaller than one-third of The Organization, this shall be considered a quorum for electing Officers of The Organization.
F. Voting may be by ballot, mail, or any reasonable means decided on by the Board of Directors.
G. No less than one nor more than three Judges of Election may be appointed to collect and count ballots. No candidate for office may be a Judge of Election.

4.4 Responsibilities

A. President

1. Shall be Chief elected Corporate Officer of The Organization
2. Shall preside at all meetings of The Organization and the Board of Directors.
3. Shall be responsible for seeing that the lines of direction given by the Members of The Organization and the actions of the Board of Directors are carried into effect.
4. Shall report to the membership and the Board of Directors on the conduct and management of the affairs of The Organization.

5. Shall serve as ex-officio member of all committees established by the Board of Directors. In particular, the President is responsible for ensuring that these standing committees are staffed and functioning as necessary for operation of club functions.~~:~~

~~a. Bylaws Committee~~
~~b. Caller Liaison Committee~~
~~c. Facilities Committee~~
~~d. Fly-In Committee~~
~~e. Nominating Committee~~

6. Shall have such powers and perform such duties as are included elsewhere in these Bylaws and are usual to this office.

B. President-Elect

1. Shall preside at meetings of the Organization and the Board in the temporary absences or disability of the President.
2. Shall be responsible for working with the Recruitment Committee on ~~for overseeing~~ new member recruitment efforts.

~~3. Shall be responsible for overseeing publicity related to special events.~~

~~4.~~3. Shall assist with any other duties as are usual to this office or as delegated by the President or at the discretion of the Board of Directors.

C. Secretary

1. Shall see that notices of all meeting of The Organization and the Board of Directors are issued and that the minutes of such meetings are kept and distributed to the membership.
2. Shall maintain the legal and other non-financial records of The Organization
3. Shall be responsible for all internal correspondence for The Organization.

D. Treasurer

1. Shall be responsible for monitoring the control, receipt, and custody of all assets of The Organization; making deposits of funds collected at club events; ensuring proper and sufficient liability insurance coverage; monitoring disbursements as authorized by the Board of Directors; reporting receipt, use, and disbursements of all assets of The Organization.
2. Shall be responsible for all tax forms, including employee income tax records and filing of all applicable Federal, State and Local tax forms in a timely manner.
3. Shall be responsible for maintaining the Post Office Box (if The Organization requires one) and ensuring that mail is ~~picking~~ picked up and ~~distributing~~ distributed ~~mail~~ from it on a regular basis.
4. Shall ensure that the President, the Treasurer, and up to two other Board members become signers on the club's financial account(s) in a timely fashion for the duration of their term(s) of office.
5. Shall exercise the powers and perform such duties as are usual to this office or as delegated by the President or at the discretion of the Board of Directors.

E. Members-at-Large (Program Representatives)

1. To act as ombudsmen for the concerns of their respective programs and to report the outcome of the Board Meetings to their programs on the issues that concern

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them.
2. Shall be liaisons with the membership of the relevant programs at lessons, dances and other activities.
3. Shall sustain open channels of communication with dancers, teachers and the Board.
4. Shall coordinate the meeting and greeting of dancers at their respective classes and/or workshops.
5. Shall be responsible for maintaining a list of participants in each program for the following purposes:
    a. Providing resources to the students that guide them to CallerLab definitions for their program.
    b. Communication between the Caller and the Board of Directors for determination of who will receive a certificate of graduation from each class.
    c. Ordering club badges.
6. Shall be in charge of coordination of retention efforts for dancers.
7. Each of these members at large shall be elected by the entire membership of The Organization.
8. Shall exercise the powers and perform such duties as are usual to this office or as delegated by the President or at the discretion of the Board of Directors.

F. Communications Coordinator
1. Shall be responsible for all external correspondence for The Organization, including oversight and maintenance of The Organization's online presence, ~~and~~ email distribution, and other communication methods.
2. Shall oversee dissemination of information pertaining to club activities to the wider community~~.~~
3. Shall be responsible for overseeing publicity ~~related to special events~~ and delegate and coordinate publicity responsibilities as appropriate.
~~3.~~4. Shall facilitate internal correspondence for The Organization.
~~4.~~5. Shall perform other duties as are usual to this office, or as delegated by the President or at the discretion of the Board of Directors.

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4.5 Meetings of the Board of Directors

Meetings of the Board shall be held at such time and place as may be determined by the Board. Special meetings of the Board may be called by the President or by one-quarter of the Board Officers at any time. A majority of the Officers of the Board shall be present in person to constitute a quorum for the transaction of business. Acts of a majority of the Officers present at a meeting at which quorum is present shall be the acts of the Board of Directors.

4.6 Removal of Officers

Any Board Officer may be removed from position, without assignment of any cause, by a vote of two-thirds of the other Board Officers at any duly convened meeting of the Board or by a vote of two-thirds of the Members present at any duly convened Meeting of the Members, provided that written notice of intention to consider removal of such Board Officer has been included in the notice of the meeting. No Board Officer shall be removed without having the opportunity to be heard at such meetings, but no formal hearing procedure need be followed.

Any Board Officer who is absent from two consecutive Board meetings without making any report of duties accomplished, either in writing or through contact with a Board Officer present at that meeting, shall be considered to have resigned from the Board and may be replaced as described in Section 4.7.

4.7 Vacancies

The Board shall have the power to fill all vacancies in its Officers for a term that lasts until the next Annual Meeting of The Organization. An Officer appointed to fill the vacancy of the President-Elect position will be called the Vice President, with no assumed right of succession to the Presidency. All appointed Officers shall retain all the remaining powers and duties associated with their Office until new elections are held at the next Annual Meeting.

Article V - Committees

5.1 Establishment

The Board of Directors may establish such standing committees as it deems necessary. Each committee of the Board shall serve at the pleasure of the Board and shall remain accountable to the Board in all its activities. A committee shall be created by the resolution of the Board. Any such committee, to the extent provided in the resolution of the Board, shall have and may exercise all of the powers and authority conveyed by the Board, except that no committee shall have any power or authority as to the following:

A. The filling of vacancies on the Board

B. The adoption, amendment, or repeal of the Bylaws (ref Article IX).

C. The amendment or repeal of any resolution of the Board.

D. Action on matters committed by the Bylaws or by resolution of the Board to another committee of the Board.

5.2 Appointment and Terms of Chairpersons and Members

The Chair ~~and members~~ of each committee of the Board shall be appointed by the President from among the members of The Organization. Members may join committees at the pleasure of the Chair. The President serves as an ex-officio member of each committee.

5.3 Standing Committees

Standing committees of the Board shall include but not be limited to the following:

a. Bylaws Committee
b. Caller Liaison Committee
c. Facilities Committee
d. Finance Committee
e. Fly-In Committee
f. Health and Safety Protocols Committee
g. Nominating Committee
h. Recruitment Committee

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5.4 Nominating Committee

The purpose of the nomination committee is to prepare a slate of candidates for election to the Board. The Chair of the committee will be appointed by February 15 each year. The Chair will appoint a minimum of 2 committee members. The committee shall gather information to help identify prospective candidates and actively seek nominations. The committee shall provide the Secretary its recommended slate of candidates no later than 30 days prior to the Annual Meeting. Members of the Nominating Committee shall typically serve as Judges of Election.

Article VI - Books and Records

6.1 Records

The Organization shall keep the following books and records:

A. Records of the proceedings of all meetings.
B. Bylaws, including all amendments.
C. Membership register, giving names, addresses and dates of payment of dues.
D. Books or records of financial accounts and contracts.

Article VII - Annual Report

7.1 Contents of the Report

The Board of Directors shall present annually to the Members, a report, verified by the President and Treasurer, or by a majority of the Officers, showing, in appropriate detail, the following, but not limited to:

A. Balance Sheet
B. Statement of Changes of Fund Balances
C. Income Statement
D. The number of Members as of the date of the report with a statement of increase or decrease during the year immediately preceding the date of the report. This report shall be filed with the minutes of the Annual Meeting.

Article VIII - Fiscal Responsibilities and Transaction of Business

8.1 Fiscal Year

The Fiscal Year of The Organization shall be June 1 to May 31.

8.2 Right to Receive Income

The Organization shall have the right to receive income, and in so doing, may make an incidental profit. All such profits shall be applied to the maintenance and operation of The Organization. In no case shall it be distributed among Members or Board Officers, however The Organization may pay reasonable compensation for services rendered.

8.3 Signatures

All disbursements of funds and contracts of the Organization, shall be signed or otherwise authorized by two Officers designated by the Board of Directors.

8.4 Annual Budget

The annual budget of estimated income and expenditures shall be approved by the Board of Directors. No expenses shall be incurred in excess of total budgetary appropriations without prior approval of the Board of Directors.

8.5 Report of the Financial Operations
A summary report of the financial operation of The Organization shall be made at least annually to the membership and to the public in such form as the Board of Directors shall prescribe.

8.6 Dissolution
A motion to dissolve, disband, or otherwise terminate the existence of The Organization must be approved by a two-thirds vote of the Members. In the event of the dissolution or final liquidation of The Organization, after all liabilities and obligations of the corporation have been paid, satisfied, and discharged, all remaining property and assets of the corporation shall be distributed, conveyed, assigned, or transferred to Organizations which comply with the following conditions: Such Organizations must be organized expressly for the purpose of serving the gay and lesbian community in the Delaware Valley. Such Organizations must be organized and operated exclusively for educational or charitable purposes as contemplated by Section 501(c)3 of the Internal Revenue Code of 1986 as amended.

8.7 Indemnification
The Organization shall indemnify any person who was or is a party or threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding (including actions by or in right of The Organization to procure a judgment in its favor) by reason of the fact that the person is or was representative of The Organization, or is or was serving at the request of The Organization as representative of another Organization, against expenses, judgment, decrees, fines, penalties, or amounts paid in settlement in connection with defense of any pending or threatened action, suit, or proceeding, criminal or civil, to which any of the above named individuals is or may be made party by reason of being or having been such director, officer, or employee. The indemnification may be agreed to provided a determination is made by counsel for the Organization or, in absences of such a determination, by a disinterested quorum of the Board of Directors, that:

a. The director, officer, or employee in question was not, and has not been, adjudicated to have been guilty of misconduct in the performance of duty to The Organization in which the position of director, officer, or employee was held.

b. Such individual acted in good faith in what that person reasonably believed to be the best interest of The Organization.

c. In any matter the subject of a criminal action, suit, or proceeding, such individual had no reasonable cause to believe that his/her conduct was unlawful.

Article IX – Amendments

9.1 The Bylaws may be adopted, amended, or repealed by a vote of the members. Changes may be made at any meeting, provided lawful notice of time, place and purpose has been given to the members. Affirmative vote of a majority of the quorum assembled is necessary for revision.

Article X - Club Callers

10.1 Professional Club Callers

A. A Professional Club Caller is an established and appropriately licensed Caller hired and paid by The Organization to instruct classes or perform at non-class dances, or both.

B. The President of the Board or the Caller Liaison Committee shall be the liaison between the Professional Club Caller and The Organization, and keep the Caller informed of any changes or relevant discussion related to the Caller's duties as well as relaying the Caller's concerns to the Board.

C. The relationship between The Organization and the Caller shall be mutually supportive.

D. The Professional Club Caller is responsible for conducting the classes and dances in a manner that assures maximum performance from the class members.

E. A Member who is no longer working for The Organization as a Professional Club Caller may serve on the Board, but must recuse themselves from making Caller related decisions.

F. No Board Member shall be hired and paid as a Professional Club Caller during their tenure on the Board, but may donate their time to club dances, events, and activities.

G. The spouse(s) or significant other(s) of a Professional Club Caller elected to the Board of Directors must recuse themselves from making Caller related decisions so as to avoid the appearance of conflict of interest.

10.2 Apprentice Club Callers

A. An Apprentice Club Caller is a Member who is currently practicing but has not yet become established as a Professional Club Caller. They may not be paid by the club, but may be hired and paid by other clubs.

B. With the approval of the Board of Directors, this person may ask any Professional Club Caller hired by the club for the opportunity to call during a dance or class, and may do so at the Caller's discretion.

C. Apprentices may serve as unpaid substitutes when a Professional Club Caller is not available.

D. Apprentices also may ask the Board for permission or assistance to schedule opportunities to practice calling for Members outside regularly scheduled dances and classes.

E. Members who are Apprentice Club Callers may serve on the Board, but must recuse themselves from making Caller related decisions.

~~Article X - Club Callers~~

~~10.1 Definition~~

~~A Club Caller shall be defined as a person employed or appointed by the Board of Directors to teach classes. A Club Caller may not be elected to the Board of Directors, and may not dictate general club policy. The significant other(s) of a Club Caller elected to the Board of Directors must recuse themselves from making Caller related decisions so as to avoid the appearance of conflict of interest.~~

~~10.2 Caller Designations~~
~~Club callers any be designated either as Professional or Apprentice or Shadow Callers.~~

~~10.3 Professional Callers~~
~~A. A Professional Club Caller is an established Caller hired and paid by the club to instruct classes or perform at non-class dances, or both.~~
~~B. The President of the Board or the Caller Liaison Committee shall be the liaison between the Professional Club Caller and the club, and keep the Caller informed of any changes or relevant discussion related to the Caller's duties as well as relaying the Caller's concerns to the Board.~~
~~C. The relationship between the club and the Caller shall be mutually supportive.~~
~~D. The club will insure, through its contracts with the Caller, steady employment and income. The Caller, in exchange, will offer the club rates lower than normally received for a one-night performance. The Caller also is expected to be available for community events or demonstration performances, as the Caller's time and previously contracted engagements permit.~~
~~E. The Caller is responsible for conducting the classes in a manner that assures maximum performance from the class members.~~

~~10.4 Apprentice Callers~~
~~An Apprentice Club Caller is a club member who is currently practicing but has not yet become established as a Caller. With the approval of the Board of Directors, this person may ask any Professional Caller hired by the club for the opportunity to call during a dance or class, and may do so at the Caller's discretion. Apprentices also may ask the Board for permission or assistance to schedule opportunities to practice calling for club members outside regularly scheduled dances and classes.~~

~~10.5 Shadow Callers~~
~~A Shadow Caller is designated by the Board of Directors to serve as a potential understudy for a Professional Club Caller. The Shadow Caller is expected to maintain ongoing communication with their assigned Professional Club Caller about all aspects of the classes in that Caller's purview. Professional Club Callers may arrange for opportunities to mentor and encourage the Shadow Caller by allocating a small portion of regular class time to the Shadow Caller for the purposes of professional development.~~

As amended on June 2, 2026