

THE LINKS, INCORPORATED
PROPOSED AMENDMENT(S) TO THE *CONSTITUTION*
to be considered at the 45th NATIONAL ASSEMBLY

AMENDMENT # 1

Proposed Amendment to the Description of the Executive Council in Art. 4, Sec. 4 to insert “the National Director, Programs”, and strike out “the four (4) Program Directors” and insert “the five (5) National Facet Directors”

<p style="text-align: center;">CURRENT WORDING</p> <p>State ARTICLE, Section number and subsection (whichever is applicable) to be amended.</p>	<p style="text-align: center;">PROPOSED WORDING</p> <p>Show (i.e., striking, inserting, striking and inserting) how ARTICLE is being amended.</p>	<p style="text-align: center;">IF ADOPTED, WILL READ</p> <p>State how ARTICLE will read if adopted.</p>
<p>ARTICLE IV. Section 4</p> <p>There shall be an Executive Council composed of the following: all Nationally elected officers, the Parliamentarian, Chairman of the Communications/Public Relations Committee, the Immediate Past President, the Area Directors, Chairman of the Nominating Committee, Chairman of the Human Resources Committee, Chairman of the Strategic Planning Committee, the four (4) Program Directors, other selected committee chairs appointed by the National President and the Director of The Links Foundation, Incorporated if she is a member of The Links, Incorporated. If the Director is not a member of The Links, Incorporated, she shall be an ex officio member of the Executive Council without vote.</p>	<p>Amend ARTICLE BY...</p> <p>There shall be an Executive Council composed of the following: all Nationally elected officers, the Parliamentarian, <u>the National Director, Programs, the five (5) National Facet Directors,</u> Chairman of the Communications/Public Relations Committee, the Immediate Past President, the Area Directors, Chairman of the Nominating Committee, Chairman of the Human Resources Committee, Chairman of the Strategic Planning Committee, the four (4) Program Directors other selected committee chairs appointed by the National President and the Director of The Links Foundation, Incorporated if she is a member of The Links, Incorporated. If the Director is not a member of The Links, Incorporated, she shall be an ex officio member of the Executive Council without vote.</p>	<p>There shall be an Executive Council composed of the following: all Nationally elected officers, the Parliamentarian, the National Director, Programs; the five (5) National Facet Directors, Chairman of the Communications/Public Relations Committee, the Immediate Past President, the Area Directors, Chairman of the Nominating Committee, Chairman of the Human Resources Committee, Chairman of the Strategic Planning Committee, other selected committee chairs appointed by the National President and the Director of The Links Foundation, Incorporated if she is a member of The Links, Incorporated. If the Director is not a member of The Links, Incorporated, she shall be an ex officio member of the Executive Council without vote.</p>

**THE LINKS, INCORPORATED
PROPOSED AMENDMENTS TO THE *BYLAWS*
45TH NATIONAL ASSEMBLY**

AMENDMENT # 1

Amend by striking out “locality” and inserting “Chapter’s membership boundaries.”

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>Article I. Membership. Section 1</p> <p>Membership of Chapters shall consist of women, duly inducted who are residents of the locality (See Article II Chapters Section 1.A. the Chapter is established to serve. Chapters shall be sanctioned for violation of this section.)</p>	<p>Article I. Membership. Section 1</p> <p>Membership of Chapters shall consist of women, duly inducted who are residents of the locality <u>Chapter’s membership boundaries.</u> (See Article II Chapters Section 1.A. the Chapter is established to serve-. Chapters shall be sanctioned for violation of this section.)</p>	<p>Article I. Membership. Section 1</p> <p>Membership of Chapters shall consist of women, duly inducted who are residents of the Chapter’s membership boundaries. (See Article II Chapters Section 1.A. the Chapter is established to serve-. Chapters shall be sanctioned for violation of this section.)</p>

Submitted by: The National Membership Committee nvp@linksinc.org

Rationale: To verify and confirm Members’ residency and align with current practice. Membership boundaries and “locality the Chapter is established to serve” (service area) are not synonymous. Newer chapters may have a service area that is different from the localities from which they may draw members.

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: The amendment clarifies that members must reside within the Chapter’s membership boundaries.

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AMENDMENT # 2

Amend Article I. Section 4.A.3. by inserting “as verified by a valid driver’s license or state issued ID;” after the word boundaries. Article I. Section 4.B.3. by inserting “as verified by a valid driver’s license or state issued ID;” after the word boundaries. Amend Article I. Section 4.C. by adding “by a sponsoring member who has been an active Links member for a minimum of two full fiscal Links program years. The Vice President” before the word shall.

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>Article I. Membership. Section 4.A, B, & C</p> <p>New Member Intake:</p> <p>A. The daughter or granddaughter (DOL) of a member of The Links Incorporated who:</p> <ol style="list-style-type: none"> 1. Is at least twenty-one (21) years of age; 2. Meets the membership criteria; 3. Resides in the Chapter’s boundaries, and 4. Are granddaughters sponsored by their grandmothers who are members of The Links Incorporated. <p>B. Women shall be eligible for membership in The Links, Incorporated who:</p> <ol style="list-style-type: none"> 1. Are at least twenty-one (21) years of age; 2. Meet the membership criteria and 3. Reside in the Chapter’s boundaries. <p>C. A completed profile form shall be submitted for each nominee for membership. The Chairman of the Membership Committee shall report to the chapter about the profile forms received.</p>	<p>Article I. Membership. Section 4.A, B, & C</p> <p>New Member Intake:</p> <p>A. The daughter or granddaughter (DOL) of a member of The Links Incorporated who:</p> <ol style="list-style-type: none"> 1. Is at least twenty-one (21) years of age; 2. Meets the membership criteria; 3. Resides in the Chapter’s <u>membership boundaries, as verified by a valid driver’s license or state issued ID; and,</u> 4. Are granddaughters sponsored by their grandmothers who are members of The Links Incorporated. <p>B. Women shall be eligible for membership in The Links, Incorporated who:</p> <ol style="list-style-type: none"> 1. Are at least twenty-one (21) years of age; 2. Meet the membership criteria; and, 3. Reside in the Chapter’s membership boundaries, <u>as verified by a valid driver’s license or state issued ID; and,</u> <p>C. A completed profile form shall be submitted for each nominee for membership <u>by a sponsoring member who has been an active Links member for a minimum of two full</u></p>	<p>Article I. Membership. Section 4.A, B, & C</p> <p>New Member Intake:</p> <p>A. The daughter or granddaughter (DOL) of a member of The Links Incorporated who:</p> <ol style="list-style-type: none"> 1. Is at least twenty-one (21) years of age; 2. Meets the membership criteria; 3. Resides in the Chapter’s membership boundaries, as verified by a valid driver’s license or state issued ID; and, 4. Are granddaughters sponsored by their grandmothers who are members of The Links Incorporated. <p>B. Women shall be eligible for membership in The Links, Incorporated who:</p> <ol style="list-style-type: none"> 1. Are at least twenty-one (21) years of age; 2. Meet the membership criteria; and, 3. Reside in the Chapter’s membership boundaries as verified by a valid driver’s license or state issued ID; and <p>C. A completed profile form shall be submitted for each nominee for membership by a sponsoring member who has been an active Links member for a minimum of two</p>

	<p><u>fiscal Links program years. The Vice President</u> shall report to the chapter about the profile forms received.</p>	<p>full fiscal Links. The Vice President shall report to the chapter about the profile forms received.</p>
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Submitted by: The National Membership Committee nvp@linksinc.org

Rationale:

To verify new members’ residency and align with current practice. This provision will also assist in designating sponsoring members who are familiar with the Links chapter, culture, governance, and customs to recommend candidates for membership who can assimilate and embrace the mission, goals, and operations of the Links, Incorporated at all levels of participation, whether it be chapter, Area, or National. Currently, new members who join in May/June at the beginning of the fiscal year can sponsor a member to a chapter after only being in the chapter for a few months. In fact, they may have only attended two or three of their chapter's meetings before submitting a candidate for membership and have not even completed the mentoring phase of their membership, nor have they learned the history and culture of our organization, as well as that of their chapter.

** If adopted, this amendment would necessitate an update to the current MOP Article 1, Membership, second paragraph: Candidates for membership must be recommended/sponsored by a member(s) in good standing in her respective chapter who has been an active member of The Links, Incorporated for a minimum of two full fiscal program years of the organization.

National Constitution and Bylaws Committee Recommendation: Not to Adopt

Rationale:

These proposed changes deal with operational and procedural details — such as specific forms of identification and a two-year sponsor rule — that belong more appropriately in the Manual of Procedures than in the National Bylaws.

The bylaws should set out the lasting principles of membership. The day-to-day administrative details should live in the Manual of Procedures, where they can be adjusted as circumstances change. When those kinds of specifics are placed in the bylaws, the document can become too rigid and harder to amend.

The rationale states that the language reflects “current” practice, which is exactly the concern. Current practice may be appropriate and useful, but practice is not the same as principle. Practices change, and they may reasonably differ by chapter or jurisdiction. That is especially important for international chapters, where a U.S. driver’s license or state-issued identification may not exist. Those kinds of details are better handled in a Membership Manual or Manual of Procedures, where acceptable forms of identification can be listed and updated as needed.

The same is true of requiring a sponsor to have two full fiscal program years of membership. That may be a reasonable guideline, but it is still an operational standard. Placing it in the bylaws would reduce flexibility. The Manual of Procedures can set out the preferred standard while preserving a clear and consistent process for formal exceptions.

**THE LINKS, INCORPORATED
PROPOSED AMENDMENTS TO THE *BYLAWS*
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AMENDMENT #3:

Amend Article I Membership, Section 6.A.1.d by adding, “A maximum of 16 hours of the 48-hour minimum can come from webinars.”

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>Article I. Membership. Section 6.1.A</p> <p>d. Has met the minimum forty-eight- (48) hour service requirement of The Links, Incorporated;</p>	<p>Article I. Membership. Section 6.1.A</p> <p>d. Has met the minimum forty-eight-hour service requirement of The Links, Incorporated. <u>A maximum of 16 hours of the 48-hour minimum can come from webinars;</u></p>	<p>Article I. Membership. Section 6.1.A</p> <p>d. Has met the minimum forty-eight-hour service requirement of The Links, Incorporated. A maximum of 16 hours of the 48-hour minimum can come from webinars;</p>

Submitted by: Southern Area Executive Committee

Rationale: With the proliferation of webinars and other educational opportunities, members are leaning toward completing the 48-hour requirement with webinars/educational presentations and meeting attendance. Some chapters are having challenges getting “boots on the ground” for service initiatives. When the service hour requirement was implemented, the number of educational opportunities could not be used to document the total service hour requirement.

National Constitution and Bylaws Committee Recommendation: Not to Adopt

Rationale: Not Adopt for insertion into the Bylaws. If defeated, the amendment will be proposed for insertion into the Manual of Procedures. Bylaws are the foundational, legally binding, and hard-to-change rules governing The Links Incorporated’s structure, while the Manual of Procedures outlines specific, flexible operational details. This proposed amendment is a perfect example of the type of rule which should be included in the Manual of Procedures.

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AMENDMENT #4

Amend by adding “An active Platinum member shall be included in the total count of members and the quorum for Chapter meetings; can vote; and is entitled to all rights and privileges that her Chapter affords to Platinum members.”

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>ARTICLE I. Membership. Section 6.D.</p> <p>D. Platinum A Platinum member is an active or alumna member who has reached eighty (80) years of age or older and who has given at least thirty (30) years of service, or who has given at least fifty (50) years of active service or who, regardless of age, has given at least forty-five (45) years of active service and has served in an elected position in her Chapter and/or an elected or appointed position on the Area or National level. Members who meet the above requirements by June 30 of any given year and who submit the Platinum Member Notification Form by February 1 of the following year, shall be granted platinum status in the year in which she becomes eligible. Platinum status is the highest honor accorded a member on recommendation of a Chapter and approval by the National Executive Council. An Active Platinum member shall be exempt from the minimum forty-eight (48) hour service requirement. A Platinum member shall not be responsible for National dues and assessments and is exempt from Chapter dues and assessments at the discretion of her Chapter.</p>	<p>ARTICLE I. Membership. Section 6.D.</p> <p>D. Platinum A Platinum member is an active or alumna member who has reached eighty (80) years of age or older and who has given at least thirty (30) years of service, or who has given at least fifty (50) years of active service or who, regardless of age, has given at least forty-five (45) years of active service and has served in an elected position in her Chapter and/or an elected or appointed position on the Area or National level. Members who meet the above requirements by June 30 of any given year and who submit the Platinum Member Notification Form by February 1 of the following year, shall be granted platinum status in the year in which she becomes eligible. Platinum status is the highest honor accorded a member on recommendation of a Chapter and approval by the National Executive Council. An Active Platinum member shall be exempt from the minimum forty-eight (48) hour service requirement. <u>An active Platinum member shall be included in the total count of members and the quorum for Chapter meetings; can vote; and is entitled to all rights and privileges that her Chapter affords to Platinum members.</u> A Platinum member shall not be responsible for National dues and assessments and is exempt from Chapter dues and assessments at the discretion of her Chapter.</p>	<p>ARTICLE I. Membership. Section 6.D.</p> <p>D. Platinum A Platinum member is an active or alumna member who has reached eighty (80) years of age or older and who has given at least thirty (30) years of service, or who has given at least fifty (50) years of active service or who, regardless of age, has given at least forty-five (45) years of active service and has served in an elected position in her Chapter and/or an elected or appointed position on the Area or National level. Members who meet the above requirements by June 30 of any given year and who submit the Platinum Member Notification Form by February 1 of the following year, shall be granted platinum status in the year in which she becomes eligible. Platinum status is the highest honor accorded a member on recommendation of a Chapter and approval by the National Executive Council. An Active Platinum member shall be exempt from the minimum forty-eight (48) hour service requirement. An active Platinum member shall be included in the total count of members and the quorum for Chapter meetings; can vote; and is entitled to all rights and privileges that her Chapter affords to Platinum members. A Platinum member shall not be responsible for National dues and assessments and is exempt from Chapter dues and assessments at the discretion of her Chapter.</p>

Submitted by: Atlanta (GA) Chapter

Rationale: The rationale for the proposed amendment is to clearly specify that Platinum Active members are to be counted in the total number of active Chapter members including but not limited to a quorum and voting.

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: The National Constitution and Bylaws Committee concurs with the rationale of the Atlanta (GA) Chapter.

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AMENDMENT #5

Proposed Amendment to the Definition of Affiliate Member in Art. I, Sec. 6E to expressly include Links employees

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>ARTICLE I. Membership, Section 6.E.2</p> <p>2. An affiliate member is an active member in good standing who:</p> <p style="padding-left: 20px;">a. Moves to a locality where there is no Chapter of The Links, Incorporated;</p> <p style="padding-left: 20px;">b. Moves to a locality where the existing Chapter(s) has (have) reached the maximum number of members; and</p> <p style="padding-left: 20px;">c. Requests a transfer from her Chapter to affiliate status after no longer than six (6) months.</p> <p style="padding-left: 20px;">d. (NEW)</p>	<p>ARTICLE I. Membership, Section 6.E.2 (Adding)</p> <p><u>or d. is a current employee of The Links, Incorporated or The Links Foundation, Incorporated.</u></p>	<p>ARTICLE I. Membership, Section 6.E.2</p> <p>2. An affiliate member is an active member in good standing who:</p> <p style="padding-left: 20px;">a. Moves to a locality where there is no Chapter of The Links, Incorporated;</p> <p style="padding-left: 20px;">b. Moves to a locality where the existing Chapter(s) has (have) reached the maximum number of members; and</p> <p style="padding-left: 20px;">c. Requests a transfer from her Chapter to affiliate status after no longer than six (6) months; or</p> <p style="padding-left: 20px;">d. Is a current employee of The Links, Incorporated or The Links Foundation, Incorporated.</p>

Submitted by: Leslye Fraser, West Palm Beach (FL) Chapter

Rationale: For over a decade, the practice of our organization has been to place any active member of The Links, Incorporated who becomes an employee of the organization into affiliate status. I believe the rationale is a good one, as employees should not be members of any individual chapter given the potential for actual or perceived conflicts of interest. As such, active members, such as our current and past Executive Directors, and/or staff members, are reclassified as affiliate members. However, as currently written, our Constitution and Bylaws does not expressly support their holding this membership classification. To ensure that we are classifying members properly at the National level, and not placing chapter presidents in the position of signing off on a “transfer” of membership status when the transfer does not meet the definition in our governing documents, we should amend the Bylaws to expressly state that Links members who are employees are to be classified as affiliate members for the duration of their employment.

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: This proposed amendment provides clarity regarding the membership classification of a member who becomes an employee of The Links, Incorporated or an employee who joins the organization during the course of their employment.

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AMENDMENT #6

Amend Article II Chapters, Section 2 by inserting “A.” before Each; by striking “B” and inserting “b” in the word bylaws before own and after these; by inserting subsection B. “The elected officers of each Chapter shall be the President, Vice President, Recording Secretary, and Treasurer. The appointed officer shall be the Parliamentarian. Additional officers may be appointed as deemed necessary to help transact the business of the chapter.”; by inserting subsection C. “The Chapter Nominating Committee shall be elected at the same time as the chapter officers are elected.”; by striking out “(4)”; by inserting “their” after submit; by striking out “and the National Parliamentarian”; by striking out “in accordance with Article II Chapter Bylaws, and the *Manual of Procedures.*”; and by adding “Upon approval, a copy the Chapter bylaws will be placed on file with the Area and the National Parliamentarian.”

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>Article II. Chapters Section 2. Each Chapter shall have the power to make its own Bylaws provided these Bylaws are not in conflict with the National <i>Constitution and Bylaws</i> of The Links, Incorporated.</p> <p>B and C (NEW)</p> <p>Within a period of four (4) months following chartering, newly chartered Chapters shall submit Chapter bylaws to the respective Area Director and the National Parliamentarian for review in accordance with Article II Chapter Bylaws, and the <i>Manual of Procedures.</i></p>	<p>Article II. Chapters Section 2.</p> <p>A. Each Chapter shall have the power to make its own Bbylaws provided these Bbylaws are not in conflict with the National Constitution and Bylaws of The Links, Incorporated.</p> <p>B. <u>The elected officers of each Chapter shall be the President, Vice President, Recording Secretary, and Treasurer. The appointed officer shall be the Parliamentarian. Additional officers may be appointed as deemed necessary to help transact the business of the chapter.</u></p> <p>C. <u>The Chapter Nominating Committee shall be elected at the same time as the chapter officers elected.</u></p> <p>D. Within a period of four (4) months following chartering, newly chartered Chapters shall submit <u>their</u> Chapter bylaws to the respective Area Director and the National Parliamentarian for review and approval in accordance with Article II Chapter Bylaws, and the <i>Manual of Procedures.</i> <u>Upon approval, a copy the Chapter bylaws will be placed on file with the Area and the National Parliamentarian.</u></p>	<p>Article II. Chapters Section 2.</p> <p>A. Each Chapter shall have the power to make its own bylaws provided these bylaws are not in conflict with the National Constitution and Bylaws of The Links, Incorporated.</p> <p>B. The elected officers of each Chapter shall be the President, Vice President, Recording Secretary, and Treasurer. The appointed officer shall be the Parliamentarian. Additional officers may be appointed as deemed necessary to help transact the business of the chapter.</p> <p>C. The Chapter Nominating Committee shall be elected at the same time as the chapter officers are elected.</p> <p>D. Within a period of four months following chartering, newly chartered Chapters shall submit their Chapter bylaws to the respective Area Director for review and approval. Upon approval, a copy the Chapter bylaws will be placed on file with the Area and the National Parliamentarian.</p>

Submitted by: The National Constitution and Bylaws Committee

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: To align the elected chapter officers with the elected National and Area officers; to clarify that the chapter nominating committee is elected at the same time as the chapter office and to codify the submission to the Area and National Parliamentarian.

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AMENDMENT # 7

Amend by striking out “unless otherwise directed or approved by the Executive Council” and inserting “Each chapter may hold up to two virtual meetings per fiscal year, with notice to the Area Director.

<p style="text-align: center;">CURRENT WORDING</p> <p>State ARTICLE, Section number and subsection (whichever is applicable) to be amended.</p>	<p style="text-align: center;">PROPOSED WORDING</p> <p>Show (i.e., striking, inserting, striking and inserting) how ARTICLE is being amended.</p>	<p style="text-align: center;">IF ADOPTED, WILL READ</p> <p>State how ARTICLE will read if adopted.</p>
<p>Article II. Chapters. Section 3.C.3</p> <p>Regular chapter meetings shall be held face-to-face, unless otherwise directed or approved by the Executive Council.</p>	<p>Amend ARTICLE BY...Striking out and Inserting: Regular chapter meetings shall be held face-to-face unless otherwise directed or approved by the Executive Council. <u>Each chapter may hold up to two virtual meetings per fiscal year, with notice to the Area Director.</u></p>	<p>Article II. Chapters. Section 3.C.3</p> <p>Regular chapter meetings shall be held face-to-face. Each chapter may hold up to two virtual meetings per fiscal year, with notice to the Area Director.</p>

Submitted by: The National Membership Committee nvp@linksinc.org

Rationale: Chapters often face time-sensitive circumstances that prohibit them from traveling safely to a meeting location. By allowing all chapters to specify and select two virtual meetings that fit the descriptions outlined in this recommended provision. This recommended provision will allow Chapters to continue chapter operations and conduct business efficiently and fairly, while allowing all members to participate.

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: To specify that for a myriad of circumstances that make it impracticable to hold a face-to-face meeting, chapters can hold a total of two virtual meetings per fiscal year. This gives chapters flexibility on holding virtual meetings and lessens the burden on the Executive Council to approve a chapter’s request to hold a virtual mee

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AMENDMENT #8

Amend Article VIII Nominations and Elections by adding “Section 6. The declaration of members elected to serve as officers shall be made in the following order: President, Vice President, Secretary, and Treasurer.”

CURRENT WORDING	PROPOSED WORDING	IF ADOPTED, WILL READ
<p>ARTICLE VIII. Nominations and Elections</p> <p>Section 6 (NEW)</p>	<p>ARTICLE VIII. Nominations and Elections</p> <p><u>Section 6. The declaration of members elected to serve as officers shall be made in the following order: President, Vice President, Secretary, and Treasurer.</u></p>	<p>ARTICLE VIII. Nominations and Elections</p> <p>Section 6. The declaration of members elected to serve as officers shall be made in the following order: President, Vice President, Secretary, and Treasurer.</p>

Submitted by: The National Constitution and Bylaws Committee

National Constitution and Bylaws Committee Recommendation: To Adopt

Rationale: This proposed bylaw ensures a consistent process for declaring officer election winners by announcing them in the following order: President, Vice President, Secretary, and Treasurer. A winner for a lower office will not be declared until winners for higher offices are declared. This approach is especially useful when multiple candidates from the same area or chapter are eligible for election, as it prioritizes higher positions. Adopting this provision codifies current practice and clarifies the election process.