



## ENLISTED ASSOCIATION OF THE NATIONAL GUARD OF THE UNITED STATES

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### MEMORANDUM

TO: Executive Council and State Presidents

DATE: July 17, 2024

FROM: Committee on Bylaws

SUBJECT: Committee on Bylaws Interim Report

1. The Committee on Bylaws submits to the Executive Council, and State Presidents the proposed amendments to be considered at the next committee meeting during the 2024 National Conference held in Detroit, Michigan.

#### 2. **Amendment 2024-01 – Addition of a standing committee on Women’s Affairs**

**State:** NGB-T10

Summary of proposed change: To establish a committee as directed by the EANGUS President that will review and address women-specific issues and advise the Executive Council on policies and tasks that will promote the interests and welfare of all women members of the ASSOCIATION and National Guard servicewomen and women veterans.

#### **Current Verbiage (Article VIII – Committees, Standing Committees)**

1. N/A

#### **Proposed Verbiage**

##### **COMMITTEE ON WOMEN’S AFFAIRS**

**The Committee on Women’s Affairs Shall:**

1. Consist of a Chairman, Vice-Chairman, and one (1) member from each State chartered in the ASSOCIATION.
2. Advise and recommend to the Executive Council policies and tasks which will promote the interests and welfare of all women members of the ASSOCIATION and National Guard servicewomen and women veterans
3. Present a report at the Annual Conference.

#### 3. **Amendment 2024-02 – Clarification of state representatives on the Committee on Resolutions**

**State:** Ohio

**Summary of proposed change:** Clarification as to how members are appointed. Other standing committees have this clarification but this one does not.

## **Current Verbiage (Article VIII – Committees, Committee on Resolutions)**

### **Committee On Resolutions**

1. The Committee on Resolutions consists of the following members.
  - a. Chairman
  - b. Vice-Chairman
  - c. One (1) Army National Guard member from each State chartered in the ASSOCIATION
  - d. One (1) Air National Guard member from each State chartered in the ASSOCIATION
  - e. President of the ASSOCIATION

## **Proposed Verbiage**

### **Committee On Resolutions**

1. The Committee on Resolutions consists of the following members.
  - a. Chairman
  - b. Vice-Chairman
  - c. One (1) Army National Guard member from each State chartered in the ASSOCIATION as determined by the President of the respective State.
  - d. One (1) Air National Guard member from each State chartered in the ASSOCIATION as determined by the President of the respective State.
  - e. President of the ASSOCIATION

## **4. Amendment 2024-03 – Amendment to split the elections of the Executive Officers into offset, 2 year terms**

**State:** Tennessee

**Summary of proposed change:** The possibility of changing the entire group of Executive Officers of the Association at one time is not prudent. We believe that there should always be continuity within the Executive Officers.

## **Current Verbiage (Article V – Elections, Tenure, Removal from Executive Council)**

### **Election Process For Executive Officers**

1. The President, Vice President, Secretary and Treasurer of the ASSOCIATION shall be elected biannually on even numbered years by majority vote at an Annual Conference of the ASSOCIATION.
2. Nominees must be an Enlisted Annual Member or an Enlisted Life Member of the ASSOCIATION with a current state membership, with voting rights. Full and part-time employees of the ASSOCIATION are not eligible to run for executive officer positions.
3. All members who desire to run for an EANGUS Executive Office will fill out the online Nominations Form and submit to Nominations Committee prior to election. Upon vetting membership requirements, that member will be allowed to run for said office.
4. In the event there are three (3) or more nominees for an Executive Officer position, ballots shall be cast until one (1) nominee receives a majority of the votes.

5. The nominee receiving the least number of votes will be eliminated from the ballot.

### **Proposed Verbiage**

#### **Election Process For Executive Officers**

Officers of the Association will be elected as follows:

1. The President and Treasurer of the ASSOCIATION shall be elected biannually on even numbered years by majority vote at an Annual Conference of the ASSOCIATION.
2. The Vice President and Treasurer shall be elected biannually on odd numbered years by majority vote at an Annual Conference of the ASSOCIATION.
3. The President, Vice President, Secretary and Treasurer of the ASSOCIATION will not serve more than two (2) consecutive terms in office.
4. Nominees must be an Enlisted Annual Member or an Enlisted Life Member of the ASSOCIATION with a current state membership, with voting rights. Full and part-time employees of the ASSOCIATION are not eligible to run for executive officer positions.
5. All members who desire to run for an EANGUS Executive Office will fill out the online Nominations Form and submit to Nominations Committee prior to election. Upon vetting membership requirements, that member will be allowed to run for said office.
6. In the event there are three (3) or more nominees for an Executive Officer position, ballots shall be cast until one (1) nominee receives a majority of the votes.
7. The nominee receiving the least number of votes will be eliminated from the ballot.

### **5. Amendment 2024-04 – Amendment to the committee on nomination standing committee, nominations submissions process**

**State:** Tennessee

**Summary of proposed change:** Individuals are taking time to submit applications online prior to the Annual Conference for all requirements to be verified. We should not be taking nominations from the floor or at the last minute prior to elections. Most of our Caucus meetings have already had elections and are not scheduled to meet again after the final report by the Nominations Committee.

### **Current Verbiage (Article VIII – Committees, Committee on Nominations**

#### **Committee on Nominations**

9. Accept nominations made from the floor of the Annual Conference provided they are made prior to the final report of the Committee on Nominations.
10. Elections will take place after the final report of the Committee on Nominations, but before the adjournment of the Annual Conference.

### **Proposed Verbiage**

#### **Committee on Nominations**

Officers of the Association will be elected as follows:

1. Be chaired by the Immediate Past President
2. Consist of (1) member per Area, as determined by the chairman of the respective Area
3. Receive all nomination forms for all offices being elected during the Annual Conference
4. Convene on the first day of the Annual Conference where elections shall take place
5. Prepare a slate of nominations consisting of the names of eligible members of the ASSOCIATION for each office required to be filled at that Annual Conference.
6. Present a report at the Annual Conference to the membership on nomination forms received and the office for which they are running.
7. Receive the nomination forms for each elected office.
8. Present eligible nominations to the delegates during each of the business sessions during the Annual Conference.
9. Nomination and Election applications from those individuals desiring to run for office and/or reelection shall be received no later than one (1) month prior to the Annual Conference.
10. Nominations will only be taken from the floor for positions for positions to be voted on for which there have been no nominations previously turned in by the aforementioned deadline.

## **6. Amendment 2024-05 – Change the title of Executive Director to Chief Executive Officer**

**State:** Tennessee

**Summary of proposed change:** Change the title of the Executive Director to Chief Executive Officer (CEO). Though there isn't a drastic difference in responsibilities, the title of CEO does come with greater perceived clout. The CEO is the public face of an organization and, with that, comes added pressure, including being seen as the man person responsible for organization failures and successes. The more strategic and visionary the needs of the role are, the more likely the role will be named as a nonprofit CEO. The title of CEO is also used more readily for mid to larger size nonprofits.

### **Current Verbiage (Article VI – Executive Director)**

#### **Article VI – Executive Director**

1. An Executive Director is hired through a competitive process, in accordance with the Succession Plan and other related Standing Rules, by a vote of Executive Council.
2. The Duties of the Executive Director position are outlined in the Executive Director Contract.
3. The President of the ASSOCIATION negotiates the terms of the Executive Director's contract with the incumbent or the candidate. The President of the ASSOCIATION presents the negotiated Executive Director contract to the Executive Council for approval.

4. The President of the ASSOCIATION will propose an annual salary in the contract submitted to the Executive Council. The Executive Council will approve the contract and salary of the Executive Director by a majority vote.
5. The Executive Director may attend Executive Council meetings and may be invited to attend Committee meetings and Caucuses in a non-voting status.

### **Proposed Verbiage**

#### **Article VI – Chief Executive Officer**

1. A Chief Executive Officer is hired through a competitive process, in accordance with the Succession Plan and other related Standing Rules, by a vote of the Executive Council.
  2. The Duties of the Chief Executive Officer position are outlined in the Executive Director Contract.
  3. The President of the ASSOCIATION negotiates the terms of the Chief Executive Officer's contract with the incumbent or the candidate. The President of the ASSOCIATION presents the negotiated Chief Executive Officer's contract to the Executive Council for approval.
  4. The President of the ASSOCIATION will propose an annual salary in the contract submitted to the Executive Council. The Executive Council will approve the contract and salary of the Chief Executive Officer by a majority vote.
  5. The Chief Executive Officer may attend Executive Council meetings and may be invited to attend Committee meetings and Caucuses in a non-voting status.
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7. Area Representatives to the Committee on Bylaws will be available during Area Caucuses to discuss and provide insight of the proposed amendments.

Respectfully Submitted,  
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Committee on Bylaws Chair  
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