



# **Pennsylvania Jaycees By-Laws & Policies**

**Revised Jan 1, 2025**

# **Pennsylvania Jaycees By-Laws**

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## **Article I - Name**

Section 1.1 Corporation: The name of this Corporation shall be the **Pennsylvania\_Jaycees**.

Section 1.2 Registered Address: The registered address is 200 Richardson Drive, Lancaster, Pennsylvania 17603.

Section 1.3 Mailing Address: The mailing address is 212 Lavelle Road, Ashland, Pennsylvania 17921.

## **Articles II - Purpose & Affiliations**

Section 2.1 Purpose: This corporation shall be a Pennsylvania Corporation organized under the Pennsylvania non-profit corporation law of 1988, as amended 15 P.a.C.S.A §§ 5101 et seq., organized for such educational and charitable purposes as will promote and foster the growth and development of young persons' civic organizations in Pennsylvania. The mission of this corporation is to provide development opportunities that empower young people to create positive change. The corporation may seek and maintain tax-exempt status under the Internal Revenue Code of 1986 as amended.

Section 2.2 Character: This Corporation shall be nonpartisan, non-sectional, and nonsectarian, and shall wholly abstain from any political affiliation or endorsements of candidates for public office.

### Section 2.3 Creed:

We Believe:

- That Faith in God gives meaning and purpose to human life;
- That the brotherhood of man transcends the sovereignty of nations;
- That economic justice can best be won by free men through free enterprise;
- That government should be of laws rather than of men;
- That earth's great treasure lies in human personality;
- And that service to humanity is the best work of life.

Section 2.4: U.S. Junior Chamber and Junior Chamber International Affiliation: This Corporation shall be affiliated with the United States Junior Chamber and Junior Chamber International (JCI). It shall be subject to the constitution, by-laws, and policy of those corporations in so far as they prescribe and affect classifications of those bodies and are not in conflict with the Pennsylvania Jaycees by-laws and policies, Constitution, laws and regulations of the United States and of the Commonwealth of Pennsylvania.

### Section 2.5: Definitions

- A. JCI: This is the International Association of Junior Chambers, which is also known as Junior Chamber International, Inc. and is most often referred to as JCI.
- B. United States Junior Chamber: This is the United States Association of Junior Chambers, which is also known as JCI USA and US Jaycees.
- C. Local Chapters: This refers to Local Pennsylvania Chapters.

## **Article III – Membership**

### **Section 3.1 Classes of Membership**

Membership in the Corporation shall include the following classes:

- A. Individual Member;
- B. Local Chapter;
- C. Honorary Member;
- D. Governors Club - treated as Life or Alumnus members, with no additional rights;
- E. Institutional Member;
- F. Life Member –past presidents who fulfilled their duties receive life membership, without voting or office-holding rights;
- G. Sustaining Member – any reputable person or entity providing financial support; no voting or office-holding rights;
- H. Individual Institutional Member – a young person meeting membership requirements and belonging to an institutional local chapter;
- I. Alumnus Member – former individual members who have reached 41 years of age; no vote or office;
- J. Business Member (Local Business Chapter) – local chapters in communities of  $\geq 100,000$  people with  $\geq 75$  charter members and at least three sponsoring entities, subject to an additional training fee.

No other types or classes of membership may be created beyond those enumerated here and those in the USJC Bylaws

### **Section 3.2 Individual Members:**

- A. All Individual Members of the United State Junior Chamber or Junior Chamber International, and who are an active member (those between the ages of 18 and 40 inclusive) of Local Pennsylvania Chapters in good standing with this Corporation shall be considered an Individual Member of this Corporation. Such Individual members shall be represented through their Local Pennsylvania Chapter.
- B. If any Individual Member shall arrive at the age of forty-one (41) after the Individual Member's anniversary date; such member shall be deemed an Individual Member until said member's next anniversary date, or in the case of an Individual Member holding office in the Corporation, a State Organization or a Local Chapter, until completion of such term of office. No Individual Member shall be permitted to hold any office if said member has reached forty- one (41) years of age on or before the commencement of the term of such office, except where provided in Section 9.4.
- C. Knowingly keeping an over-age individual on the roster is good cause for charter revocation and any officer may require proof of age

**Section 3.3 Transfer of Members:** Individual Members of this Corporation shall not be transferred from any Local Chapter to any other Local Chapter by action of this Corporation, whether through the Directors, Officers, or Executive Committee, without obtaining the prior written consent of such Individual Member, Local Pennsylvania Chapter, and until all outstanding fees are paid.

**Section 3.4 Local Chapters:** Any young person's organization of good repute existing in any community within the Commonwealth of Pennsylvania, organized for purposes similar to and

consistent with those of the Corporation, and whose officers and Individual Members are young persons between the ages of eighteen (18) and forty (40) years of age, inclusive, shall be eligible for affiliation as a Local Chapter.

Section 3.5 Applications for Local Chapters:

Application for membership by a Local Chapter shall be in the form and with the requirements prescribed by the United States Junior Chamber and must be submitted to the Executive Director of the United States Junior Chamber and, accompanied by the charter fees.

Section 3.6 Official Rosters of Local Chapters: The official rosters of Individual Members and of a Local Chapter shall be those rosters maintained by the United States Junior Chamber.

Section 3.7 Resignation of a Local Chapter:

- A. Any Local Chapter may withdraw its membership by notifying the Secretary in writing (signed by all current chapter officers) of such action having been taken by the membership of said Local Chapter. Revocation of the local organization charter is subject to the approval the state president. The state president will then submit the request to the United States Junior Chamber, which will remove the chapter as per its policies.
- B. In the event of a Local Pennsylvania Chapter's resignation, each individual member shall be contacted by the executive committee to determine if they wish to continue their individual membership past their renewal date and be transferred to another chapter.
- C. Any outstanding fees by the Local Pennsylvania chapter must be paid within thirty (30) of the chapter's announcement of resignation.
- D. When a local chapter resigns or its charter is revoked, its individual members shall transfer automatically to the state's at-large chapter unless they choose another chapter

Section 3.8 Suspension and Forfeiture of a Local Chapter:

- A. Any Local Chapter which remains indebted to this Corporation for a period of thirty (30) days after having received official notification by either: certified mail, official electronic mail, or in a personal meeting resulting in an official chapter signature, shall be delinquent, not in good standing and suspended from all State and National services and activities.
- B. Any local chapter whose membership falls below ten (10) individual members shall be placed on provisional status for ninety (90) days. If the deficiency is not cured within ninety days, the charter shall be revoked and members transferred into the state's at-large chapter. The USJC National President may grant one extension, not to exceed 180 days, upon written request.

Section 3.9 Termination of Local Members and/or Local Chapters:

- A. The Board of Directors, after giving thirty (30) days' notice through either: certified mail, official electronic mail, or in a personal meeting ; and by a two-thirds (2/3) vote of those Directors present, may recommend to the President of the United States Junior Chamber to revoke the charter of any Local Chapter or may terminate the membership of any

Individual Member. Such action shall be only on good cause shown. The Secretary shall, upon such action, notify the President of the United States Junior Chamber.

- B. The Pennsylvania Jaycees membership of any Local Chapter shall be automatically terminated upon the termination of its membership in the United States Junior Chamber.

#### Section 3.10 Escrow of Assets:

When a Local Chapter has its charter revoked by the United States Junior Chamber, the President of the Pennsylvania Jaycees shall appoint a person as Receiver, of the assets of that Local Chapter. The Receiver, who shall have all the powers of a Receiver under the laws of the Commonwealth of Pennsylvania, after paying lawful debts, any remaining assets shall be transferred to the Pennsylvania Jaycees or another qualified charitable organization, in accordance with USJC Bylaws.

#### Section 3.11 Honorary Members:

- A. Honorary Membership may be conferred, upon prior recommendation of the Board of Directors in regular session, on any person or persons by the President at any scheduled Board of Director's Meeting of the Corporation.
- B. Honorary Members shall not vote in the Corporation nor hold office, except in an honorary capacity.

#### Section 3.12 Governor's Club Membership:

Any individual who is 41 years of age or older and who is not eligible to be an Individual Member, or who has been an Individual Member in the past, may obtain an Alumni membership in the Pennsylvania Jaycees. These members shall be known as members of the Governor's Club. An Alumni member shall not be permitted to chair a program or a project nor shall an Alumni member hold any elected or appointed office.

- A. Life membership shall be evidenced by an appropriate certification.
- B. Past Presidents of the Corporation who have faithfully fulfilled the duties of their office shall be granted life membership, but they shall not vote nor hold office in this Corporation unless otherwise qualified.

#### Section 3.13 Institutional Member:

An institutional member is a member of an institutional chapter. An institutional chapter is a local chapter where all members are inmates of a correctional facility or are confined to a correctional, mental health rehabilitative, medical or other institutional facility as defined by the U.S. Census Bureau

### **Article IV – Dues**

#### Section 4.1 Amount:

- A. Dues shall be paid, by each Local Chapter of this Corporation, by August 31 of each year, at the rates established by the Board of Directors at the Annual Planning Meeting each year as determined by classes of membership.
- B. National and JCI International annual dues shall be paid in addition to the State Dues by all Chapters of this Corporation at the current rate as set forth in the United States Junior Chamber By-Laws.



- C. Dues paid after due date shall incur a late fee that shall be paid by the Chapter.

Section 4.2 To Whom Payable:

- A. State, National, and International Annual dues for all Individual Members shall be payable to JCI USA.

Section 4.3 Honorary and Governors Club Members: Honorary and life members granted by the Pennsylvania Jaycees shall pay no dues to the Corporation.

**Article V – Board of Directors**

Section 5.1 Identity of Directors: The control of the Corporation shall be vested in a Board of Directors, which shall consist of the following members:

- A. The President of the Corporation
- B. All Vice-Presidents of the Corporation
- C. The Treasurer of the Corporation
- D. The Regional Directors
- E. The Secretary of the Corporation
- F. The Legal Counsel of the Corporation provided the Legal Counsel is a member of a Local Chapter.
- G. Past Presidents and state-level officers may serve as non-voting advisors. On any matter relating to or affecting the U.S. Junior Chamber, only duly accredited representatives from local chapters in good standing may vote
- G. All Past Presidents of the Corporation under the age of forty-one (41) years (at the start of the year).
- H. Two representatives of each Local Chapter one of who shall be the Local President and the other prescribed by the Local Chapter. In the absence of either, two Individual Members of the same Local Chapter shall be permitted as substitutes, provided they shall properly identify themselves as duly appointed substitutes.
- I. Each member shall only have one vote, regardless of the categories that they may fill above.

Section 5.2 Quorum: At any meeting of the Board of Directors, a quorum shall consist of representatives of not less than one-fourth (1/4) of the Local Chapters in good standing except as noted in Section 9.2.A excluding institutional chapters.

Section 5.3 Qualifications: No paid employee of this Corporation shall be eligible to hold an elected office, to be a Director of this Corporation, or to serve as a delegate at a National or State Convention.

Section 5.4 Meetings:

- A. The Board of Directors may conduct up to two (2) meetings each year on the dates and at the location determined by the Executive Committee
- B. Written notification (in the form of either official electronic mail or standard mail) of all meetings shall be sent to each member of the Board of Directors and to each Local

Chapter under the direction of the Secretary at least fourteen (14) days prior to such meeting.

- C. All election rules, procedures, and candidate requirements shall be distributed to the Board of Directors and local chapters at least twenty-one (21) days prior to the election meeting or annual convention

Section 5.5 Power of Board:

The Board of Directors shall have the general control and management of the property and business and affairs of the Corporation and may exercise all such powers of the Corporation and do all lawful acts and things as are not, by stature or by the Articles of Incorporation or by these By-Laws, directed or required to be exercised and done by the members.

Section 5.6 Vote Limit: All action of the Board of Directors shall be by majority vote of those voting unless otherwise set forth. No Individual Member may have more than one vote as a director, no matter in how many ways he is eligible as a director.

Section 5.7 Special Meetings:

- A. Special Meetings of the Board of Directors shall be at the call of the President or upon the written request of one-fourth (1/4) of the Local Chapters.
- B. The President shall call a special meeting for such purposes and within such time and place as shall be set forth in the written request.
- C. The Secretary shall send notice of all special meetings to each Local Chapter and each director at least fourteen (14) days prior to said special meeting. This should be done by either official electronic mail, or standard mail.
- D.

Section 5.8 Mail Ballot:

- A. The Board of Directors may be polled by mail or email on any question, except removal of an Individual Organization Member, removal of an officer, or the termination of a Local Chapter, by the President or the Secretary, which poll shall constitute official action by the Board. The deadline for receipt of such electronic votes be no less than seven days from the date of mailing of the balloting materials, but no more than fourteen days.
- B. At least one-fourth (1/4) of the Local Chapters must cast either a negative, positive, or blank vote before such poll shall be effective.
- C. The results of a mail ballot must be recorded in the minutes of the next Board of Director's Meeting.

Section 5.9 Virtual and Telephonic Meetings: Any member may participate in a regular, annual or special meeting by, or conduct the meeting through use of any means of communication by which all members participating may simultaneously hear each other during the meeting. A member participating in a meeting by this means is deemed to be present at the meeting. If a member wishes to participate in any meeting through this manner, they must be properly registered.

## **Article VI – Officers**

### **Section 6.1 Management:**

- A. The affairs for this Corporation shall be run by a President who is elected for a term of one (1) year.
- B. This Corporation shall also elect, for a term of one (1) year, concurrent with the President's term, up to four (4) Vice-Presidents.
- C. The President shall appoint, subject to the approval of the Executive Committee: a Secretary, a Legal Counsel, a Chief of Staff, a Treasurer, Regional Directors, Advisors, Special Assistants, Program Managers and a Membership Director for a term of one (1) year.

**Section 6.2 Duties:** The duties and powers of the officers of this Corporation shall be such as are by general usage indicated by the title of the respective office, except as may be otherwise specified in any section of these By-Laws.

### **Section 6.3 Expected Duties of All Officers, Special Assistants, and Program Managers:**

- A. Promote Current Programming
- B. Visit chapters in the State
- C. Call chapters to follow up on their needs
- D. Update chapters by email/postal mail
- E. Promote Board Meetings
- F. Report to the Board of Directors
- G. Attend the following meetings, training sessions, and functions:
  - a. All Board of Director's Meetings
  - b. All Executive Committee Meetings
- H. Submit plan for the year at the beginning of the year.
- I. Review and promote nationally sponsored updates and materials.
- J. Complete duties of position listed in By-Laws and Policies and perform such other duties as the President may direct.

### **Section 6.4 President:**

- A. The Corporation shall have a President who shall be elected by a majority of the votes cast at the Election Session.
- B. The President shall preside at all meetings of the Corporation and shall be an ex-officio member of all regular and special committees. He shall perform such other duties and exercise such other powers as are usually incident to such office.
- C. Subject to the approval of the Executive Committee, he shall annually appoint the standing and special committees of the Corporation.

### **Section 6.5 Vice-Presidents:**

- A. This Corporation shall have up to four (4) elected Vice Presidents each of who shall be elected by a majority of the votes cast at the Election Session and report directly to the President.
  - a. Each Vice President will serve statewide and shall contribute to the programming, enrollment, and growth of Local Chapters and this Corporation.

- b. Upon election and interview with the newly elected President, the Vice Presidents will be assigned to specific Emphasis areas as defined in the Year of Planned Action.
  - c. Each Vice-President will be assigned, by the President special focus to the Local Chapters, and Regional Directors. These assignments may change as necessary.
- B. All Program Managers, State Chairman, or Special Assistants, whose programs are assigned to a specific Vice President, shall report directly to that Vice President.

#### Section 6.6 Regional Directors:

- A. The Corporation shall have one (1) Regional Director for each Region established by the Executive Committee.
- B. Each Regional Director will report directly to the President, and shall:
  - a. Serve as a member of the Pennsylvania Jaycees Executive Committee.
  - b. Develop a Regional Membership Recruitment Program.
  - c. Assist in all Chapter extensions within the Region.
  - d. Visit each Chapter within the Region at a Local Chapter activity.
  - e. Serve as a speaker and install local officers where appropriate.
  - f. Work with the under twenty (20) Chapters as often as necessary.

#### Section 6.7 Chief of Staff:

- A. The Corporation shall have a Chief of Staff who shall be appointed by the President with the approval of the Executive Committee.
- B. The Chief of Staff shall oversee, and responsible for, the following:
  - a. Will oversee and coordinate the activities of the special assistant
  - b. Coordinate the ordering and preparing of statewide awards and additional items relating to the award presentations and have them present at all awards ceremonies.
  - c. Verify chapter attendance at board meetings
  - d. Act as a liaison with the host chapter at all State Meetings
- C. The Chief of Staff shall report directly to the President and shall perform such other duties as the President may direct.

#### Section 6.8 Secretary:

- A. The Corporation shall have a Secretary who shall be appointed by the President with the approval of the Executive Committee.
- B. The Secretary shall include the text of all approved changes to By-Laws and Policy in the Corporations published minutes.
- C. Coordinate and prepare the agenda for all statewide meetings. The Secretary shall be responsible for the agendas and minutes of all meetings by the executive committee and board of directors by deadlines given in bylaws and policies.
- D. The Secretary (along with the President) shall mail all notices to the Executive Committee and Board of Directors.
- E. The Secretary shall report directly to the President and shall perform such other duties as the President may direct.
- F. The Secretary shall maintain standardized forms as listed in Policy 15.2.

- G. Assemble State Directory
- H. Will oversee and coordinate the activities of the special assistant(s) for State Wide Communications.

**Section 6.9 Treasurer:**

- A. The Corporation shall have a Treasurer who shall be appointed by the President with the approval of the Executive Committee.
- B. The Treasurer shall be the Chairman of the Finance Committee of the Corporation and shall report directly to the President.
- C. The Treasurer shall:
  - a. Be responsible for all bookkeeping (including balancing the checkbook monthly) and for the disbursement of Corporation funds.
  - b. Prepare a current budget report for presentation at each Executive Committee Meeting. Said report shall itemize in detail all bills paid by him since the last meeting.
  - c. Prepare a quarterly financial report for the presentation to the Executive Committee and the Board of Directors. Said report shall itemize, in detail, all income and disbursements, occurring since the closing date of the previous report.
  - d. Oversee all deposits, withdrawals, and transfers of the Corporation funds.
  - e. Prepare a year-end financial statement for the audit.
  - f. Perform such other duties as the President or the Board of Directors may require.

**Section 6.10 Membership Director:**

- A. The Membership Director shall be appointed by the President with the approval of the Executive Committee.
- B. The Membership Director shall be a member of the Finance Committee.
- C. The Membership Director shall be responsible for Dues Accounting.
- D. The Membership Director shall be responsible for chapter contacts.
- E. The Membership Director shall be responsible for quarterly reports to the Board of Directors.
- F. The Membership Director shall perform such other duties as the President, or the Board of Directors may require.

**Section 6.11 Legal Counsel:**

- A. The Corporation shall have a Legal Counsel who shall be appointed by the President with the approval of the Executive Committee.
- B. The Legal Counsel shall be the general legal counsel of the Corporation. He shall protect the Jaycee name to the best of his ability.
- C. The Legal Counsel shall review the by-laws annually.

**Section 6.12 Chairman of the Board:** The immediate past president of the corporation shall be known as the “Chairman of the Board” of the Pennsylvania Jaycees.

Section 6.13 Vacancies:

- A. A vacancy in any elected office shall be filled by the President, subject to the approval of the Board of Directors.
- B. Appointments to fill vacancies shall be held no longer than thirty (30) days after the vacancy occurred.
- C. In the event of the death, resignation or other disability of the President, the Chairman of the Board shall succeed to the office of the President. If the Chairman of the Board is no longer of age, the next of age Past President will assume the role of President.

Section 6.14 Removal: An officer of the Corporation may be removed for just cause after a hearing before the Board of Directors upon the two-thirds (2/3) vote of all Directors.

Section 6.15 National Director Model:

- A. In November 2024, the Pennsylvania Jaycees transitioned to a National Director-led model, consistent with the JCI USA Bylaws.
- B. Reverting to a State Led Model. Returning to the prior state organization structure may occur only if all the following conditions are satisfied:
  - 1. Two thirds (2/3) of Local Chapter Presidents sign a formal petition requesting the return to the state organization model.
  - 2. A qualified slate of candidates for the offices of President, Vice President(s), Treasurer, and Secretary is presented at the time of petitioning.
  - 3. A strategic plan outlining membership growth, leadership development and financial sustainability is submitted and approved by a majority of the membership.
  - 4. At a special meeting or through an electronic vote, four fifths (4/5) of the voting members approve the return to the former model.

**Article VII – Executive Committee**

Section 7.1 Identity: There shall be an Executive Committee, which shall consist of the following:

- A. The President
- B. All Vice-Presidents
- C. The Regional Directors
- D. The Chairman of the Board (Immediate Past President)
- E. The Chief of Staff
- F. The Secretary
- G. The Legal Counsel, provided that the Legal Counsel is a member of a Local Chapter.
- H. The Treasurer
- I. The Membership Director
- J. Past Presidents of Age

Section 7.2 Meetings: The Executive Committee shall meet at such times and places as it shall be determined, upon call of the President, or upon call by a majority of the members.

Section 7.3 Duties and Powers:

- A. The Executive Committee, in addition to the powers and authorities expressly conferred upon it by these By-Laws, may exercise such powers of the Corporation.
- B. The Executive Committee shall have power over the fiscal affairs of the Corporation under the limitations of the budget, except as such power may be specifically delegated by the Board of Directors. It shall at all times be subject to limitations upon its powers imposed by the Board of Directors.
- C. The Executive Committee will establish, according to policy, the goals of the corporation, and present them to the Board of Directors at the Annual Planning and Budget Session, as the Year of Planned Action (YOPA) for their approval.

Section 7.4 Mail or Email Ballot: The Executive Committee may be polled by mail on any question, except removal of an Individual Member or Officer, or the termination of a Local Chapter, by the President or the Secretary, which poll shall constitute official action by the Executive Committee. Each such poll, when mailed, shall set a date for return of all votes to be counted and the return date shall be no sooner than seven (7) days, and no later than fourteen (14) days from the date of the poll. The poll may be conducted by email. However, if an answer (vote) is not received by email from an executive committee member, the President or the Secretary must contact the member by phone for their response. The results of an email ballot must be recorded in the minutes of the next Executive Committee Meeting.

Section 7.5 Virtual and Telephonic Meetings: Any member may participate in a regular, annual or special meeting by, or conduct the meeting through use of any means of communication by which all members participating may simultaneously hear each other during the meeting. A member participating in a meeting by this means is deemed to be present at the meeting. If a member wishes to participate in any meeting through this manner, they must be appropriately registered.

Section 7-6 Eligibility: No Local President shall serve as a member of the Executive committee.

Section 7.7 Minutes: The Secretary shall take minutes of the proceedings of each Executive Committee Meeting. Minutes shall include the names of absent members and whether their absence was excused; all items of business transacted; the items assigned for further action; the parties responsible, and the date to which the items are postponed. These minutes shall be reproduced and distributed to the Executive Committee, and to any other member of the Board of Directors upon request.

**Article VIII – Planning: Committees**

Section 8.1 Finance Committee: The Finance Committee shall be chaired by the treasurer. The Finance Committee shall:

- A. Review quarterly, all expenses of the Corporation and its officers as provided by the written report from the Treasurer and report quarterly to the Executive Committee and the Board of Directors.
- B. Monthly, or as needed, issue number vouchers authorizing the disbursement of funds in accordance with these By-Laws, the annual budget, or as may be authorized by the Board of Directors of this Corporation.

- C. Study the financial condition of the Corporation throughout the year, advise the President on financial matters, and recommend necessary changes to the budget to Board of Directors or Executive Committee.
- D. Propose at the Annual Planning Board of Directors Meeting, the annual membership dues for the following year for each membership class.
- E. Propose at the Annual Planning Board of Directors Meeting, a budget for the following year, which may be amended at any time by the Board of Directors or Executive Committee.
- F. Setup sub-committees as deemed necessary and perform such other duties as the President or the Board of Directors may require.

**Section 8.2 Future Directions Task Force Committee:**

- A. The future directions Task Force Committee shall consist of:
  - a. Members appointed by the Executive Committee, with the approval of the Board of Directors.
  - b. All Past Presidents of current Jaycee age are eligible to serve on the committee.
- B. The Chairman of the Board shall serve as chairman of the Task Force Committee, with full voting privileges, regardless of age.

**Section 8.3 Elections Committee:**

- A. There shall be an Elections Committee of at least three (3) Individual Members of the Corporation who shall be appointed by the President. The Chairman of the Board shall serve as Chairman of the Elections Committee.
- B. Refer to Section 9.7 for Elections Committee responsibilities during elections.

**Article IX – Elections**

**Section 9.1 Date for Election Session:** To be held at the Mid-Year Convention of the Corporation.

**Section 9.2 Quorum:**

- A. At the Election Session a quorum shall consist of delegates and/or alternates representing one-third (1/3) of the Local Chapters in good standing excluding institutional chapters.
- B. The Election Session shall convene at the call of the President, but not prior to 10:00 AM, on the day scheduled for the Election Session, with the morning session being given over to nominations and the elections as herein provided.
- C. A recess in the Board of Directors Meeting may be declared by the President, at the conclusion of the Election Session, and then reconvened at the call of the President.

**Section 9.3 Place:** The place at which the next Election Session will be held shall be determined by the Executive Committee.

**Section 9.4 Membership Requirements for Officers:** Individual Members of the Corporation, who have not reached forty years (40) of age on or before the commencement of the term of office, shall be eligible to hold office in the Corporation or Local Chapter provided, given that other requirements for office are also met. The Chairman of the Board of the Corporation shall



be able to serve even if he has attained the age of forty-one (41) on or before the commencement of his term of office (refer to Section 3.2.B).

Section 9.5 Qualifications:

- A. President – He shall be an Individual Member of the Corporation who has either: served a full term as elected State Officer and as a local chapter president, or who has served two (2) full terms as an executive committee member as defined in Section 7.1 and local chapter president, or who has served three (3) full terms as an executive committee member as defined in Section 7.1. He shall not have served a full term as President in this Corporation.
- B. Up to four (4) Vice-Presidents shall be elected at the November Board Meeting. Each shall be an Individual Member of the corporation who has either: served at least one full term as an executive committee member or local chapter president.

Section 9.6 Term of Officers: All officers shall serve a term of one (1) year, effective January 1.

Section 9.7 Elections Committee (formerly “Credentials”) Responsibility during Elections:

- A. Elections Committee shall be determined as per the By-Laws describing the Elections Committee.
- C. Copies of the candidate(s) nomination form(s) shall be sent by the Secretary to all Directors no later than fourteen (14) days before the opening of the Election Session. At the Election Session, the Elections Committee shall report the nominations for each office in order of election.
- D. The Elections Committee may choose not to nominate an individual if their conduct, or the conduct of their campaign workers is determined to be inappropriate or in violation of the rights or property of others leading up to the elections.
- E. The Elections Committee is responsible for establishing procedures for all other issues relating to elections.

Section 9.8 Nominations:

- A. In the event that less than two (2) candidates for the office of President and five (5) candidates for the office of Vice-President shall be submitted thirty (30) days before opening of the Election Meeting, then for the office for which there is deficiency of candidates, the provisions for the time of filing shall be waived and proposals for such office or offices may be accepted by the Elections Committee at such Election Meeting up to forty-eight (48) hours prior to the Election Session.
- B. Should there still remain a deficiency of candidates (as to number required by subsection C hereof), the nominations shall be closed except for those offices which do not even have one candidate for each office to be filled by the forty-eight (48) hours mentioned a forehand. Nominations from the floor, provided they are accompanied by the proper written form herein above shall be accepted for those offices which do not even have one candidate for each office to be filled.
- C. A candidate filling subsequent to the initial filing deadline may submit his nomination either my electronic mail, or standard mail, to the Secretary so as to arrive, at the candidate’s risk, no less than seven (7) days prior to the Election Session, or shall deliver

his nomination to the Secretary or Chairman of the Credentials Committee personally.  
This should only occur in the case of a candidate deficiency.

- D. Each candidate must be endorsed by the Local Chapter of which he is an Individual Member.

**Section 9.9 Order of Election:**

- A. Elections shall be held in the following order:
- a. President
  - b. Vice Presidents

**Section 9.10 Balloting:**

- A. The Chairman of the Board will be responsible for running the election.  
B. Each officer is elected by simple majority of voting members.

**Section 9.11 Filing Fees:**

- A. A filing fee shall be paid for each candidate for an elected Office. This fee shall accompany the candidate's Local Chapter's endorsement.
- B. The filing fee shall be as follows:
- a. For the office of President \$100.00
  - b. For the office of Vice President \$50.00
- C. The filing fee for an officer shall be submitted prior to the Individual's Announcement for an office.
- a. The filing fee will be required for those individuals elected to the positions of President and Vice-President.
  - b. The filing fee will be waived for individuals appointed to office.

**Article X – Rules of Procedures – Voting for Officers**

**Section 10.1 Number:** Each Local Chapter in good standing shall be entitled to two votes under the representatives of each chapter.

**Section 10.2 By Whom Cast:** Such votes shall be cast by Individual Members of this Corporation who are members of the Local Chapter, which they represent. An Individual Member shall be entitled to represent no more than one Local Chapter.

**Section 10.3 Voting Eligibility:** Voting eligibility shall be determined by the Chapter's status within the JCI USA Database forty-five [45] days prior to the meeting. However, a chapter must remain "in good standing" (financially, membership wise, etc.) to remain eligible to vote at the Election Session.

**Section 10.4 Delinquents:** No Local Chapter owing monies due and payable for more than fourteen (14) days from the official notification by certified mail or electronic mail or in a personal meeting resulting with an official chapter signature, to this Corporation shall be entitled to a vote at either the Election Meeting, or any Board of Directors Meeting.

**Section 10.5 Credentials:** Delegates, Alternates and Proxies from Local Chapters shall be properly accredited by said Local Chapter and shall submit certification thereof to the

nominating/elections committee (formerly credentials committee) chairman before participation in any Election Meeting/Session.

**Section 10.6 Forfeiture of the Voting Rights:**

- A. The voting right of a Local Chapter at a Convention shall be removed by a majority vote of the Elections Committee (formerly Credentials Committee) where an Individual Member, Individual Members, or guest of Individual member(s) of said Local Chapter are found responsible by said Elections Committee for intentionally destroying or mutilating private or public property. The Elections Committee shall also have the power to require full restitution for all damages as a condition prior to restoration of the Local Chapter's voting rights. Any such findings by the Elections Committee shall be subject to an appeal to the Executive Committee.
- B. Where the intentional destruction or mutilation of private or public property occurs after, or is discovered after, the State Meeting including the Election Session, said voting rights of the Local Chapter shall be suspended by a majority vote of the Executive Committee at its next regular session. It shall be the duty of the Elections Committee to report such violations with its recommendations to said Executive Committee for action. The Executive Committee shall also have the power to require full restitution for all damages.

**Article XI – Rules of Procedure – General and Conduct**

**Section 11.1 Rules:**

- A. The Board of Directors shall adopt rules, not inconsistent with the provisions of these By-Laws, to provide for the orderly conduct of all meetings of the Corporation and its elective or appointive subdivisions. A record shall be maintained by the Secretary of all rules adopted by the Board of Directors.
- B. In the absence of specific rules, Roberts Rules of Order, Revised, shall govern the deliberation of this Corporation.

**Section 11.2 Conduct of Members Rule:**

- A. Members at Pennsylvania Jaycees Sponsored Events shall conduct themselves so as to avoid bringing discredit to the organization or endangering or inconveniencing other Individual Members or the Public.
- B. A Committee composed of the President, Chairman of the Board, and general Legal Counsel shall be the sole and final judge of when a violation of sections (A) and of this bylaw has occurred.
- C. Each violation of sections (A) of this bylaw by an Individual Member of this Corporation shall be penalized by the loss of all right considered a member in good standing, until the next scheduled meeting of the Board of Directors. At this time, the penalty is concluded or continued by two-thirds (2/3) vote of this body.

**Section 11.3 Use of Words:** In these By-Laws, the use of words of the masculine gender shall include the feminine gender as appropriate, and the use of words of the neutral gender shall include the feminine or masculine gender, or both, as appropriate.

## **Article XII – Regions**

Section 12.1 Regions: Regions shall be established by the Executive Committee. Regions shall be determined by considering both numbers of Chapters and geographical definition. They shall be numbered for reference purposes. Announcement of the decision of the Executive Committee establishing regions shall be made by either standard mail, or official email no later than seven (7) days after such decision.

## **Article XIII- Amendments**

No amendment shall be adopted that is inconsistent with the Bylaws of the United States Junior Chamber. In case of conflict, the provisions of the USJC Bylaws shall govern.

Section 13.1 Notice: At least fourteen (14) days written notice shall be given by the Secretary of a proposed By-Law amendment to the Local Chapters, including all Directors of this Corporation, verbatim.

Section 13.2 How Made: These By-Laws may be amended at any meeting of the Board of Directors upon the affirmative vote of two-thirds (2/3) of the Directors present.

Section 13.3 Proposals: Such By-Law amendments may be proposed by any Local Chapter, Individual Member or Director of this Corporation.

Section 13.4 National By-Law Changes and Policy Updates: Due to our affiliation with the United States Junior Chamber, the Task Force is authorized to update any Pennsylvania Jaycees policies to match or correspond with changes in the USJC Bylaws and Policies. In addition, the Task Force may make immaterial updates to these bylaws and policies—including correcting typographical errors, cross-references, formatting, numbering or other non-substantive editorial inconsistencies—to ensure the documents remain internally consistent and in good working order. Such immaterial updates shall not alter the intent or substantive meaning of any provision. The Board of Directors must be notified in writing within fourteen (14) days of any change made under this section.

## **Article XIV – Miscellaneous**

Section 14.1 Contracts: No officer, director, committee, or member of this Corporation shall have any authority to make any agreement or contract with any persons, firms, or corporations which shall bind or attempt to bind this Corporation in any manner, except by authority of the Board of Directors, or Executive committee and in no event shall any person have authority to sign any agreement or contract binding this Corporation except the President, subject to the approval of the Board of Directors.

Section 14.2 Written Notice:

- A. In any article that declares the need for written notice, unless otherwise provided herein, should be interpreted that written notice may qualify as either
  - i. By first class or express mail, postage prepaid, or courier service, charges prepaid, to the person's postal address appearing on the books of the corporation or, in the case of directors or members of another body, supplied by the person to the corporation for the purpose of notice. Notice under this subparagraph shall be deemed

- to have been given to the person entitled thereto when deposited in the United States mail or with a courier service for delivery to that person.
- . By facsimile, e-mail or other electronic communication to the person's facsimile number or address for e-mail or other electronic communications supplied by the person to the corporation for the purpose of notice. Notice under this subparagraph shall be deemed to have been given to the person entitled thereto when sent.
  - B. All written notice should be sent in the appropriate time that coordinates with the Article under which the action is being placed.

## **Article XV – Financial Management**

### **Section 15.1 Expenditures:**

- A. All expenditures must not exceed the budget.
- B. The Treasurer must approve all expenditures before they can be paid, unless operating under the guidelines of the budget.
- C. If an emergency expenditure becomes necessary and it exceeds the budget, the Treasurer, President, and all Vice President's must unanimously decide to make this expenditure. This amount cannot exceed \$500.00. Any emergency expenditure that exceeds \$500.00 must be voted on by all of the voting members of the Executive Committee. This expenditure may be made by the affirmative roll call vote of the majority to be completed by the Pennsylvania Jaycees Secretary by phone, mail, or fax. If the Secretary is not available, the roll call vote will be taken by one of the Vice Presidents. All emergency expenditures must be reported in detail to both the Executive Committee and Board of Directors. (Please note: An emergency expenditure is an expense that must be paid out now or additional financial harm or damage will come to the Pennsylvania Jaycees. It is an expenditure that cannot wait to be approved at the next Executive Committee Meeting or Board of Directors Meeting).
- D. If there is no Treasurer, all expenditures must be approved by the majority vote of the President, Vice Presidents, and Secretary.
- E. If there is no Treasurer, the President will appoint the chairman of the Finance Committee.
- F. The following individuals will be authorized to sign checks for the Pennsylvania Jaycees: The President, Chairman of the Board, and the Treasurer.
- G. If there is no Treasurer, the President will choose from the Vice President(s), who will be authorized to sign checks in place of the Treasurer.
- H. All expenses incurred must be submitted on the Official Pennsylvania Jaycees Expense Voucher. Under no circumstances will expenses be paid unless this voucher with the appropriate signatures and receipts is submitted.
- I. The budget can be amended anytime by the affirmative vote of the majority members of the Executive Committee or Board of Directors.

### **Section 15.2 Dues Accounting:**

- A. All Local Chapters' dues will be submitted through the United State Jaycees database annually.
- B. Additional Dues Accounting shall refer to Section 3.10 Escrow of Assets and Section 4.2 To Whom Payable.

Section 15.3 Financial Accountability: The President shall review all bank statements and review them for unusual items. All individuals eligible to sign checks will be given access to review bank statements.

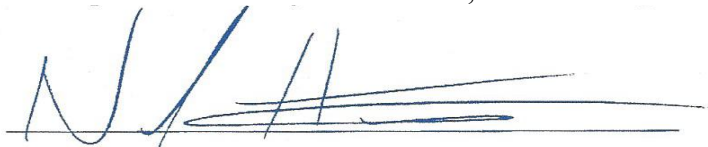
Section 15.4 Financial Reports/Statements: The treasurer, shall present a budget including an actual financial report with a balance sheet and an accounts receivable list at all scheduled executive committee meetings, and all scheduled board of directors Meetings of the Corporation. The treasurer, along with the Finance Committee, will conduct an internal audit at the completion of each fiscal year. The treasurer will complete all tax filing and reports.

Section 15.5 Credit Card Accounts: The Corporation will only allow the Treasurer and President of the Corporation to hold the corporations credit card account with a maximum two thousand five hundred dollar (\$2500) limit in the name of the Pennsylvania Jaycees or Pennsylvania Junior Chamber to be used for only pre-approved expenditures.

Section 15.6 Over Expenditures: The President is ultimately responsible for all over-expenditures that occur for this Corporation. Therefore, the President (with accounting assistance from the Treasurer) shall be prepared to justify any over expenditure from the proposed budget to the Executive Committee and/or Board of Directors, preferably prior to the over-expenditure. If not justified, the President shall be held responsible to reimburse the Pennsylvania Jaycees for those over-expenditures.

### **Certification**

In accordance with the previous bylaws, amendment process; these bylaws were updated to comply with National Bylaws on December 7, 2024 during a Task Force Meeting and affirmed by the Executive Team on December 14, 2024.



Neil Hanes  
83<sup>rd</sup> President of the Pennsylvania Jaycees

**Pennsylvania Jaycees Policy**  
**(Articles for Policies will follow the same Article order and titles as Bylaws)**  
**(August 2016)**

**Article I – Name**

Policy 1.1 Name: This Corporation may also be known as the United States Junior Chamber Pennsylvania, JCI Pennsylvania, or Pennsylvania Jaycees.

**Article II – Purpose & Affiliation**

Policy 2.1 Purpose

The purpose of this Corporation is to foster the development of members and chapters with similar ideals throughout the nation and world. The development of a strong Pennsylvania State Organization will encourage the development of both the Local Chapter, and the individual.

It is in the best interest of the Corporation, and individual development, to encourage the membership of all persons, regardless of: race, color, gender, religion, culture, ethnicity, national heritage or disability, all activities conducted and all facilities used in any manner by this Corporation, or any of its affiliates, must be open to all Jaycees, regardless of their respective race, color, gender, religion, culture, ethnicity, national heritage or disability.

**Article III – Membership**

Policy 3.1 Governor’s Club Membership:

- A. All Past Presidents of the Corporation shall become life members of the Pennsylvania Jaycees.
- B. In accordance with the By-Laws, a Past President shall have the privilege of life membership.

**Article IV - Dues**

See By-Law Article IV

**Article V – Board of Directors**

Policy 5.1 Board of Directors Meeting Minutes: Minutes of previous meetings shall be mailed (electronically, or standard) to each member of the Executive Committee and Board of Directors, no less than seven (7) days prior to the regular scheduled meeting.

Policy 5.2 Place for Convention, Board of Directors Meetings/Events: The procedure governing the selection of sites for the Election Session, and State Meetings and events shall be determined by the Executive Committee.

Policy 5.3 Local Officer Training School: The annual Pennsylvania Jaycees Local Officers’ Training School shall be held at a time and location as determined by the Executive Committee.

Policy 5.4 Annual Planning Meeting:

The Annual Planning Meeting shall be held as determined by the Executive Committee.

Policy 5.5 Conduct of Board of Directors Meetings: All meetings of the Board of Directors shall be governed by Roberts Rules of Order unless otherwise provided by the State By-Laws and Policy Manual.

**Article VI – Officers**

Policy 6.1 Presidential Visitations: The President shall visit chapters as determined to be in the best interest of the Pennsylvania Jaycees.

Policy 6-2 Duties of the Treasurer:

- A. The Treasurer's quarterly financial reports shall observe the following cut off dates:  
March 31, June 30, September 30, and December 31.
- B. The quarterly financial report shall be available to all members of the Executive Committee at the Board of Directors Meeting.
- C. The Treasurer shall be responsible for the issuance, maintenance, and enforcement of the Financial Statement of Understanding as required in Policy 16.8 to be completed by State Officers, Program Managers, and State Chairman regarding expenditures.

Policy 6.3 General Job Description for All Major Emphasis Area Program Managers, Special Assistants and Appointment:

- A. Major Emphasis Area Program Managers, special assistants, and appointments will be appointed at the Annual Planning Session or as soon after as possible. They are required to complete the planning section of a Program Manager's Guide (PMG) for their area, by the First State Board Meeting of their term or three (3) weeks after their appointment, whichever is later. The PMG must be submitted to the assigned Vice President or Administrative Assistant, and the President.
- B. Responsible for coordinating the programs in their program area, they will report directly to their assigned Vice President or Administrative Assistant.
- C. Responsible for writing articles, when timely for monthly mailing.
- D. Prepare a program kit for chapters using a PMG, planning section question structure.
- E. Help to develop financial support for their project/program.
- F. Program Managers are responsible for forums and/or information booths at state functions, where timely and appropriate.
- G. Will promote the ideals and objectives of the overall Jaycee movement.

Policy 6.4 Job Description for Individual Development Program Managers

- A. Training Coordinator
  - a. Arrange training for Board Meetings
  - b. Assist local chapters in finding and developing qualified trainers
  - c. Work with State President to accommodate guest trainers
- B. Individual Awards
  - a. Work with PA JCI Senate Judging Coordinator to coordinate competitions at Board Meetings
  - b. Work with State President in developing awards
  - c. Prepare mid-year and year-end competitors for National Competition



- d. Prepare mid-year and year-end competition paperwork for submission for National Competition
- e. Coordinate materials and competitions with National Awards Committee
- f. If at all possible, this position will be filled by the recommendation of the PA JCI Senate.

#### Policy 6.5 Job Descriptions for Community Development Program Managers

- A. Government Affairs
  - a. Coordinate and promote Model Legislature or other Government Affairs/Awareness Program.
  - b. Coordinate with local and state politicians for participation in PA Jaycee Governmental Affairs Programs
  - c. Promote voter registration
- B. Athletic Skills
  - a. Promote Punt, Pass, & Kick program
  - b. Coordinate and promote any other community sports events.
- C. American Cancer Society
  - a. Promote the Relay for Life program
- D. International Affairs
  - a. Promote International Events
- E. HOBY – Hugh O’Brien Youth Leadership
  - a. Coordinate/work as liaison with the 3 state HOBY committees
  - b. Promote the HOBY program
  - c. Raise funds, donations, and manpower for the HOBY conferences

#### Policy 6.6 Job Descriptions for Management Development Program Managers

- A. Civic Leadership Certification (CLC)
  - a. Promote Submissions deadlines
  - b. Work with President to forward information to State and then to National
  - c. Train chapters, Regional Directors and Program Managers on CLC submission skills and requirements
- B. Passport to Leadership
  - a. Promote the Passport to Leadership Program.
  - b. Ensure Chapters know how to submit completed tasks through the Jaycee mobile app or online.
- C. Outstanding Young Pennsylvanian (O.Y.P.)
  - a. Generate and gather OYP submissions
  - b. Coordinate Judges
  - c. Develop funding
  - d. Coordinate with winners
  - e. Arrange OYP Reception
  - f. Obtain awards for OYP winners
- D. Program Manager’s Guide (PMG) and Areas of Opportunity
  - a. Train local chapters in the preparation of PMG’s and completion of Final Notebooks
  - b. Inform chapters of required changes in final notebooks for judging purposes
  - c. Coordinate judging of the Final Notebooks
  - d. Prepare and send Final Notebooks to National for National Notebook Competitions.

E. First Timers

- a. Coordinate First Timers Program at Board Meetings. Items for possible inclusion in the program:
  - i. Program questions and their evaluation
  - ii. Overview of expectations of first timer participants
  - iii. Explanation of use of Forum Cards and Name Badges (both to be on person at all times during Board Meetings)

Policy 6.7: Job Descriptions for Membership Development Program Managers

A. Chapter Extensions

- a. Recruit new members
- b. Train chapters on recruitment
- c. Assist chapters in extending new chapters.

B. Chapter Assist

- a. Recruit new members
- b. Train chapters on recruitment
- c. Coordinate assistance for under 10 chapters

Policy 6.8: Job Descriptions for Appointments and Special Assistants

A. Chaplain

- a. Prepare and present Invocation and Benediction at each Executive Board Meeting
- b. Prepare and present Invocation and Benediction at each day of Board of Directors meeting
- c. Prepare and present Invocation and Benediction at all Banquets of the Pennsylvania Junior Chamber of Commerce
- d. Coordinate Faith in God forum at each State Meeting
- e. Reports to the Chief of Staff

B. Sergeant at Arms

- a. Keep order during the whole Board Meeting weekend
- b. Expel unruly individuals
- c. Have American Flag presented at all meetings
- d. Have Jaycee banners presented at all meetings
- e. Reports to the Chief of Staff

C. Communications

- a. Solicit articles for and publish a state mailer each month.
- b. Reports to the Chief of Staff

D. Webmaster

- a. Maintain a state web page
- b. Obtain and maintain appropriate web-space
- c. Obtain and maintain domain name
- d. Be available to add new information whenever required
- e. Answer all emails in a timely fashion
- f. Assists in the development of social media platforms
- g. Promote state events
- h. Promote state and national programs
- i. Promote Jaycees in a positive fashion
- j. Reports to the Chief of Staff

- E. Chapter Certifications
  - a. Administer the parade of chapters
  - b. Present Chapter Parade at designated Board of Director's Meetings
  - c. Reports to the Chief of Staff
  - d. Administer the parade of districts/regions
  - e. Assist in the maintenance of CLC records for Exec.
  - f. Present Executive Parade at designated Board of Director's Meetings.
- F. Membership Director
  - a. Will assist chapters and encourage growth within our local chapters.
- G. Parliamentarian
  - a. Ensure the Board of Directors and Executive Committee Members are following these By-laws and Policies of the Corporation.
  - b. In absence of appropriate By-laws and Policies, they shall invoke the use of Robert's Rules of Order Revised.
  - c. They shall ensure that all meetings of the corporation are conducted in accordance with Robert's Rules of Order Revised.
  - d. Reports directly to the President of the Corporation.

## **Article VII – Executive Committee**

Policy 7.1 Executive Committee Meeting Minutes: Minutes of previous meetings shall be mailed/mailed to each member of the Executive Committee, no fewer than seven (7) days prior to the regular scheduled meeting.

Policy 7.2 Attendance:

- A. All members of the Executive Committee are required to attend each Executive Committee Session.
- B. State Program Managers and Special Assistants shall be encouraged to attend meetings of the Board of Directors but are not required to attend meetings of the Executive Committee. These meetings will also be open to any interested Jaycees, provided that the President, in his discretion, may call for a closed session of the Executive Committee.
- C. The absence of an Executive Committee Member from any Executive Committee Meetings must be excused in advance by the President. The minutes shall show whether the absence was properly excused.

Policy 7.3 Meeting Location and Duration:

- A. All meetings of the Executive committee held at other times other than the State Meetings shall be held in a location determined by the Executive Committee This should occur no fewer than thirty (30) days prior to said scheduled meeting.
- B. Notice of time and place of the Executive Committee Meeting shall be communicated to the Executive Committee members by the State Secretary.

Policy 7.4 Agenda: All items for the agenda of an Executive Committee Meeting must be communicated in writing, either by electronic or standard mail, to the President.

Policy 7.5 Conduct of the Executive Committee Meetings: The Executive Committee Meetings shall be conducted in accordance with Robert's Rules of Order revised, unless otherwise provided by the State By-Laws and Policy Manual.

Policy 7.6 Eligibility: No member of the Executive Committee shall serve as President of a Local Chapter or as a National Officer.

## **Article VIII – Planning: Programs, Awards & Committees**

### Policy 8.1 Identity of Committees:

- A. There shall be the following standing committees of the Corporation.
  - a. Future Directions Task Force Committee
  - b. Finance Committee
  - c. Elections Committee
- B. The Future Directions Task Force shall function as per By-Law 8-2.
  - a. The Chairman of the Board will serve as the Chairman of the Future Directions Task Force Committee. If unable to perform that function, a chairman will be appointed by the current State President.
  - b. The Future Directions Task Force shall meet at the Board of Directors Meetings and as otherwise scheduled. In addition, the Task Force shall participate in the Annual Planning Session and conduct an annual review of the By-Laws and Policies.
  - c. The Task Force shall submit a list of recommendations to each of the standing committees to be considered when preparing the Year of Planned Action.
  - d. All proposed By-Law and/or Policy changes shall be forwarded to the Chairman of the Committee fourteen (14) days prior to their scheduled meetings. These proposed changes should then be sent to all committee members and legal counsel for their consideration at least ten (10) days prior to their meetings. The committee shall discuss these changes at their meetings and forward recommendations to the Executive Committee at the Board of Directors Meetings.
  - e. The Committee shall, at the direction of the President and/or Chairman, consider and review any issues pertinent to the operation of the corporation.
  - f. Any member of the committee who misses two (2) of the scheduled meetings (unexcused), including past State Presidents, shall be subject to dismissal by the then current President, and a replacement, if needed shall be appointed to fill that term prior to the next scheduled meeting of the committee.
- C. The Finance Committee shall function as per By-Law 8-1.
  - a. The Finance Committee shall be chaired by the Treasurer.
  - b. The President, assigned Vice-President, Legal Counsel, and Membership Director will serve as ex-officio members.
  - c. The Finance Committee shall consist of 6 appointed members. A month prior to the new President coming in, the Incoming President will appoint, with the approval of the Executive Committee the members of the Finance Committee.
  - d. The Finance Committee shall review the Budget, at (or immediately prior to) each state Board of Directors Meeting and report their findings to the Board of Directors.
  - e. The Finance Committee shall conduct an internal audit within 60 days of the completion of the fiscal year.
  - f. The Finance Committee shall propose the Budget for the following year at the Annual Planning Session.
- D. The Elections Committee shall function as per By-Law 8-3 & Bylaw 9-7. Their functions shall be to register chapters at the year-end meetings and the convention and nominate candidates for election to state offices.

## Policy 8.2 Annual Awards:

- A. Annual Awards for the immediately completed year and other awards as designated by the Executive Committee will be made at the Year End Awards Program. The selection Committee for these awards will be chosen by the President of the Corporation.
  - a. Frank Pasquerilla Memorial Award – Outstanding elected Executive Committee Member.
  - b. A. Bruce Coble Memorial Award – Outstanding appointed Executive Committee Member
  - c. Ray Oatman Memorial Award – Outstanding District Director
  - d. William D. Johnson Memorial Award – Outstanding Regional Director
  - e. Victor H. Jenkins Memorial Award – Outstanding Program Manager / Chairman –  
External
  - f. Paul S. Miller Memorial Award – Outstanding Program Manager / Chairman –  
Internal
  - g. Grover C. Gouker Award – Outstanding Program Manager – Chairman –  
Management Development
  - h. Helen T. Wood Award – Outstanding Special Assistant
  - i. Robert Eyerman Memorial Award – Outstanding Local Chapter Presidents
  - j. Morgan Doughton Memorial Award – Outstanding Local State Director
    - i. Only local chapter State Directors shall be eligible.
    - ii. No current member of the Voting Executive Committee shall be eligible.
  - k. Sandy Hess “Supercharged” Award – Energetic and Excited Member
  - l. Fantastic Finish Award – given to the chapter that struggles during the first part of the year, but finishes the year strong
  - m. Presidential Awards of Honor – given by the President to those individuals or groups the President deems appropriate
  - n. Eagle Award – given to the chapter who finishes as the number 1 chapter in the parade of chapters.
  - o. Double-Up Eagle Award – given to the chapter who doubles their membership during the year (the chapter must finish the year with at least 40 members)
  - p. Triple-Up Eagle Award – given to the chapter who triples their membership during the year (the chapter must finish the year with at least 60 members)
  - q. Winfield Cooke Award – given to the outstanding freshman chapter President.
  - r. Tom Muir Unsung Hero Award – given to the individual Jaycee that works behind the scenes to assist a chapter or the state organization to get the job done, although they are not required by a position to do so.
  - s. Return the Favor Award – nominate a PA JCI Senator for their assistance to a chapter or the state organization.
  - t. Keystone Award- given to an individual that acts as a “keystone” to unite members and keep the organization moving forward.
  - u. Carrie Reich Memorial Award- recognizes a chapter whose “service to humanity is the best work of life”.
- B. The “Outstanding Young Pennsylvanian” Program shall be conducted recognizing one (1) Outstanding Young Farmer, and up to five (5) Outstanding Young Pennsylvanians (OYP).
  - a. The OYP nomination form and qualifications shall mirror the Ten Outstanding Young Americans (TOYA) form and qualifications; however, awards may be

given in certain distinguished service award areas as determined by the OYP Program Manager and approved by the Executive Committee.

- b. If a teacher is recognized as one of the recipients, the Award will be known as the Edward Strawhecker Memorial Award.

C. State Individual Awards Program

- a. Eligibility for participation pertaining to Jaycee of the Quarter, Armbruster (Jaycee of the Year), Springboard of the Quarter, Brownfield (1<sup>st</sup> Year Jaycee of the Year), Write-Up, Jaycee Jeopardy, Debate, Jaycee Idol, Mungenast (Family of the Year) and/or Howes (Speak-Up Regular), Masters Speak Up Awards, shall mirror the qualifications for the National Individual Awards Program. Additional Awards added by the United States Jaycees will also be added by the Pennsylvania Jaycees.
- b. The Pennsylvania Armbruster Award will be known as the Larry McCandless Memorial Award.
- c. The Pennsylvania Brownfield Award will be known as the Matt Shapiro Award.
- d. The Pennsylvania Jaycee Jeopardy Award will be known as the Rick Parks Memorial Jaycee Jeopardy Award.
- e. The Pennsylvania Jaycees will also have a Speak Up Novice Award which will be known as the Robert A. Standish Award.

Policy 8.3 State Project Management Guide (PMG) Judging:

A. Purpose:

- a. To ensure that project notebooks are judged fairly under uniform criteria.
- b. Judges are competent and properly trained.
- c. Promotion of PMG's through an emphasis on quality judging procedures and providing due recognition for outstanding accomplishment on the local level.

B. Implementation:

- a. Chapters entering PMG notebooks for judging must supply one (1) certified judge for every three (3) notebooks submitted for each judging. Judges may be any regular member in good standing or JCI Senator. Judges cannot be chapter presidents or current elected State Officers.
- b. Judges as described in #1 above, may substitute from one chapter to another (ex. Harrisburg Jaycees may have 12 books to submit for judging and would need 4 judges [1 judge for 3 notebooks]. However, only 3 judges from Harrisburg Jaycees chapter would be able to attend the judging. The Harrisburg Jaycees could ask another chapter in the State to supply a substitute judge for them.)
- c. Chapters must have notebooks at the place of judging by the deadline set by and announced by the State PMG Chairperson and or designee.
- d. Actual judging time shall be at the discretion of the chairman.
- e. Notebook awards shall be duly recognized at the quarterly Awards Program.
- f. The location of the year-end notebook judging will be held at a location to be determined by the PMG chairs.

Policy 8.4 JCI Senatorship: The criteria governing the submission and processing of applications and the awarding of a JCI Senatorship to an individual member of this Corporation are contained in "Guidelines for Qualification as a JCI Senator," and said guidelines shall be kept on file with the Chief of Staff. JCI Senatorships in Pennsylvania will be checked for completion by the

Pennsylvania JCI Senate Organization. A JCI Senatorship is an honor bestowed upon members of the Jaycees who have contributed tremendously to the Jaycees and the Jaycee Movement.

Policy 8.5 Statesman Awards: This Corporation shall present an award to recognize Jaycees and non-Jaycees for outstanding contributions to their community and/or Commonwealth. Said award shall be known as the “Statesman Award,” and the criteria governing the submission, processing, and presentations of this award shall be contained in “Guidelines for Statesman Award” which shall be kept on file with the Chief of Staff.

Policy 8.6 Ambassadorship: The criteria governing the submission and processing of applications and the awarding of an Ambassadorship are contained in “Guidelines for Qualification as an Ambassador” and should be located on the United State Junior Chamber Website.

## **Article IX – Elections**

All candidates and their teams to follow JCI USA’s ethical standards

Policy 9.1 Local Chapter Election: Each Local Chapter chartered after February 1, 1959 shall hold elections for all officers by October 31 of each year.

Policy 9.2 Policy for Election of President and Vice President:

A. Finances, and Campaign Costs:

- a. All weekend expenses must be covered with the hotel, host chapter, and the Pennsylvania Jaycees before the election session in order to pass credentials.
- b. At the conclusion of the election session and within 16 days on or before November 15<sup>th</sup> of each year, an actual financial statement showing all receipts and expenditures involved with seeking the respective office shall be filed with the Credentials Committee Chair (One copy). This statement shall include all receipts and expenditures, including the cost of all donated items, and excluding phone and gas costs.

B. Announcements and Campaigning

- a. Announcements are not permitted until May 1<sup>st</sup>.
- b. Campaigning is not permitted until after announcements have been made.

C. Office of President Limitations:

a. Campaign Cost Limitations

No more than \$5,000 dollars shall be spent by a candidate seeking the office of President of the Pennsylvania Jaycees. The \$5,000 dollars expense limit does not include:

- i. Food for campaign workers
- ii. Phone bills relating to the campaign
- iii. Gasoline costs by the candidate(s) and campaign workers.

b. Campaign Material Limitations:

- i. Banners – Sizes: Each banner shall not be more than any combination of fifty (50) square feet. All Presidential candidates are allowed a total of two (2) banners.
- ii. Qualification fact sheets, posters, pin on badges, buttons, and any other campaign items are allowed and shall be limited to three thousand (3,000) per Presidential Candidate.

- iii. Any type of stick-on patches, badges, buttons, posters, etc. are strictly prohibited and shall not be used at all. They cannot and shall not be used by any candidate.
- c. Bulk Mass Mailings:
  - i. Each Presidential candidate is allowed three (3) bulk mass mailings which includes the candidate's announcement seeking the office. Any other bulk mass mailing of any nature pertaining to respective campaigns is strictly prohibited. This means that you are only to send 3 mailings to each chapter.
  - ii. All mailings should also be sent to the Elections Committee.
- d. Web Sites
  - i. Each candidate may have a website on which to distribute information.

#### D. Office of Vice-President Limitations

- a. Campaign Cost Limitations – No more than \$3,000 dollars shall be spent by a candidate seeking the office of Vice President of the Pennsylvania Jaycees. The \$3,000 dollars expense limit does not include:
  - i. Food for campaign workers
  - ii. Phone bills relating to the campaign
  - iii. Gasoline costs by the candidate(s) and campaign workers.
- b. Campaign Material Limitations
  - i. Banners – Sizes: Each banner shall not be more than any combination of fifty (50) square feet. All Vice-Presidential candidates are allowed a total of one (1) banner
  - ii. Qualification fact sheets, posters, pin on badges, buttons, and any other campaign items are allowed and shall be limited to two thousand (2,000) per Vice Presidential candidate.
  - iii. Any type of stick-on patches, badges, buttons, posters, etc. are strictly prohibited and shall not be used at all. They cannot and shall not be used by any candidate.
- c. Bulk Mass Mailings
  - i. Each Vice-Presidential candidate is allowed two (2) bulk mass mailings, which includes the candidate's announcement seeking office. Any other bulk mass mailing of any nature pertaining to respective campaigns is strictly prohibited.  
This means you are only to send 2 mailings to each chapter.
  - ii. All mailings should also be sent to the Credentials Committee.
- d. Web Sites
  - i. Each candidate may have a website on which to distribute information.

#### E. Other Management Issues

- a. Hanging banners at the election session room will be determined by lottery draw. Presidential candidates drawing first, to be held not earlier than 6:00 PM and no later than 9:00 PM the Friday of the Election Meeting. If you are not present, or are late, other candidates will be allowed to draw and choose before you).
- b. Clean Up Responsibilities: At the election session, any clean up responsibilities relating to campaign paraphernalia shall be delegated to the Presidential and Vice-Presidential candidates and their campaign workers. However, the facility clean



up responsibility is that of the Host (Chapter or State) where the Meeting/Session is being held.

- c. Candidate Speeches will be conducted at a time determined by the Elections Committee along with the President.
- d. Before a candidate does anything not listed in by-laws and policies, they must get the approval of the Elections Committee.
- e.

## **Article X – Rules of Procedure – Voting for Officers**

See Bylaw Article IX

## **Article XI – Rules of Procedure – General and Conduct**

Policy 11.1 Use of Words: In these policies, the use of words of the masculine gender shall include the feminine gender as appropriate and the use of words of the neuter gender, or both as appropriate.

### Policy 11.2 Sanctions:

- A. Any Individual Member, or guest of any Individual Member or Chapter, causing physical damage to any facility used by the Pennsylvania Jaycees for meetings shall be held personally liable for said damage. Additionally, he shall forfeit his membership provided under By-Law 4.8. Moreover, the Local Chapter to which said individual member belongs shall be placed on probation for one year, during which period the chapter and all the individual members will be prohibited from receiving any State Awards of Honor. At the end of this period, the performance of the Local Chapter during the past year will be reviewed by the Executive Committee. If it has performed satisfactorily, probation will be lifted. If not, probation shall be continued, or its charter shall be revoked as provided under By-Law 4.8.
- B. All disputes concerning Local Chapters and the host chapter or chapters involving a state sponsored event shall be resolved as follows:
  - a. The dispute will be forwarded to Legal Counsel (or if no Legal Counsel the Chief of Staff).
  - b. The Legal Counsel (Chief of Staff) will contact the President and Chairman of the Board to serve on a binding arbitration panel.
  - c. The Legal Counsel (Chief of Staff) will then set up a meeting at the next available Board Meeting, when the three (3) aforesaid and the Local Chapter and the host chapter will present their case.
  - d. Legal Counsel (Chief of Staff) will preside at the meeting.
  - e. The panel will decide the outcome of said dispute.
  - f. The proceeding will be binding on all parties involved.

### Policy 11.3 Smoking Policy:

- A. Smoking of any form of tobacco products will not be permitted in all Executive Committee Meetings, Forums at State Meetings, Functions at State Meetings (Parties, Luncheons, Awards Ceremonies) and Board of Directors Meetings, and Conventions. Smoking would be permitted at Luncheons, Banquets, and Parties with non-smoking sections. The restrictions begin 1/2 hour prior to the scheduled beginning of the meeting, continue through any breaks, and commence 1/2 hour after the conclusion of the meeting.

#### Policy 11.4 Personal Conduct:

- A. As an integral member of the Pennsylvania Junior Chamber and affiliated organizations, you are expected to accept certain responsibilities, adhere to acceptable business principles in matters of personal conduct, and exhibit a high degree of personal integrity at all times. This means having sincere respect for the right and feelings of others. It also demands that in both your business and personal life you refrain from any behavior that might be harmful to you, your fellow members, and/or the Pennsylvania Junior Chamber, or that might be viewed unfavorably by current or potential members or by the public at large.
- B. Whether you are on or off duty, your actions reflect on the Pennsylvania Junior Chamber. You are, consequently, encouraged to observe the highest standards of professionalism at all times.
- C. The Pennsylvania Junior Chamber prohibits any form of retaliation against a member for filing a bonafide complaint under this policy or for assisting in a complaint investigation. Complaints and problems can only be resolved with the cooperation of members. Also, the Pennsylvania Junior Chamber does not condone complaints issued against another member(s) that are not made in good faith.

#### Policy 11.5 Harassment:

- A. The Executive Committee is responsible for creating an atmosphere free of discrimination and harassment, sexual or otherwise. Further, members are responsible for respecting the right of their fellow members. If you experience Jaycee related harassment based on your sex, race, national origin, disability, sexual orientation, gender identity or expression, genetic information, marital status, or another factor, or believe you have been treated in an unlawful, discriminatory manner as referenced in the JCI USA Discrimination, Harassment & Retaliation Policy, promptly report the incident immediately. The report will then be investigated. Immediate and appropriate corrective action will be taken.
- B. With respect to sexual harassment, it is illegal and against the policy of the Pennsylvania Junior Chamber for any member to harass another member by making unwelcome sexual advances or favors a condition of appointment or employment. The Pennsylvania Junior Chamber will not condone or tolerate any sexual harassment of its members. All members will be subject to discipline, up to and including dismissal, for any verified act of sexual harassment. Sexual harassment includes, but is not limited to:
  - a. Unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual or otherwise offensive nature, especially where:
    - i. Submission to such conduct is made either explicitly or implicitly a term or condition of employment or appointment; or
    - ii. Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment or appointment; or
    - iii. Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment such as persistent comments on a member's sexual preference, the display of obscene or sexually oriented photographs or drawings, offensive comments, jokes, innuendos, and other sexually oriented statements.
- C. Procedures for the reporting of harassment or sexual harassment:
  - a. A member who believes he or she is experiencing harassment or sexual harassment should promptly report the incident to their supervising officer who in turn will report the incident to the Legal Counsel (or Chairman of the Board if there is no Legal Counsel) who will review the facts and conduct an investigation.

- b. If you believe it would be inappropriate to discuss the matter with your supervising officer, you may bypass them and report the incident directly to the Legal Counsel (or Chairman of the Board if there is no Legal Counsel).
  - c. In incidents that may allege a violation of discrimination or harassment by the Legal Counsel (or Chairman of the Board if there is no Legal Counsel), the member should take the complaint to the President of the Pennsylvania Junior Chamber who will be responsible for conducting the investigation.
  - d. Any member who believes he or she has witnessed harassment should immediately report the alleged incident to the Legal Counsel (or Chairman of the Board if there is no Legal Counsel), who in turn will review the facts and conduct an investigation into the matter.
- D. Procedures for conducting the investigation:
- a. The individual responsible for leading the investigation will choose at least two (2) individuals to assist in conducting the investigation. It is recommended that this committee include one (1) past president of the Pennsylvania Jaycees, and one (1) or two (2) member at large. It is recommended that the committee consist of an odd number of individuals.
  - b. Proper due process should be utilized, and common courtesy followed when dealing with all individuals involved
  - c. All investigations will be conducted in a prompt, thorough, and impartial manner. The confidentiality of harassment complaints will be protected to the extent possible.
- E. Should the Pennsylvania Junior Chamber determine that a member is guilty of harassing another individual, appropriate disciplinary action will be taken against the offending member.
- F. Action can only be taken if harassment or sexual harassment is reported. No matter will be subject to retaliation or discipline for reporting and pursuing an incident of harassment or sexual harassment. Any member who retaliates against a person for reporting harassment or sexual harassment will be subject to appropriate disciplinary action, up to and including termination of membership.
- G. Anti-Hazing. No member, officer or local chapter of the Pennsylvania Jaycees shall engage in or condone any practice of hazing. *Hazing* includes any conduct in which a person recklessly or intentionally endangers the health or safety of a member or prospective member, or inflicts bodily injury, in connection with initiation, admission or continued membership. This prohibition applies even if the individual consents and follows the USJC's absolute ban on hazing. Violations may result in discipline up to and including dismissal and charter revocation.

Policy 11.6 Whistleblower Policy:

- A. The United States Junior Chamber Code of Ethics and Conduct ("Code") requires directors, officers, and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employers and representatives of the Organization, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.
- B. It is the responsibility of all members, officers, and affiliated organization members to comply with the Code and report violations or suspected violations in accordance with the Whistleblower Policy.
- C. No member, who in good faith reports a violation of the Code, shall suffer harassment, retaliation, or adverse employment or membership consequences. A member who retaliates against someone who has reported a violation in good faith is subject to

discipline up to and including removal of membership. This Whistleblower Policy is intended to encourage and enable members and others to raise serious concerns within the Pennsylvania Jaycees prior to seeking resolution outside the Pennsylvania Jaycees.

- D. The Code addresses the Pennsylvania Jaycees' open door policy and suggests that members share their questions, concerns, suggestions, or complaints with someone who can address them properly. In most cases, a member's supervising officer is the best position to address an area of concern. However, if you are not comfortable speaking with your supervising officer or you are not satisfied with your supervising officer's response, you are encouraged to speak with anyone on the Executive Committee whom you are comfortable with approaching. The Sergeant At Arms is required to report suspected violations of the Code of Conduct of the Pennsylvania Jaycees' President and Legal Counsel (or Chairman of the Board if no Legal Counsel), who has a specific and exclusive responsibility to investigate all reported violations. For suspected fraud, or when you are not satisfied or comfortable with following the Organizations' open door policy, individuals should contact the Legal Counsel (or Chairman of the Board if no Legal Counsel) who will be designated as the Pennsylvania Junior Chamber's Compliance Officer.
- E. The Pennsylvania Junior Chamber's Compliance Officer is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code and, at his discretion, shall advise the President, and/or finance committee. The Compliance Officer has direct access to the finance committee and is required to report to the finance committee at least annually on compliance activity. The Compliance Officer for the Pennsylvania Junior Chamber shall be the current Legal Counsel (or Chairman of the Board if no Legal Counsel).
- F. The finance committee shall address all reported concerns or complaints regarding corporate accounting practices, internal controls, or auditing. The Compliance Officer shall immediately notify the finance committee of any such complaint and work with the committee until the matter is resolved.
- G. Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.
- H. Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.
- I. The Compliance Officer will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports will be promptly investigated, and appropriate corrective action will be taken if warranted by the investigation.

## **Article XII – Regions**

See Bylaw Article XII

## **Article XIII – Amendments**

### **Policy 13.1 Policy Amendments:**

- A. Upon approval of any policy change, if an existing reference to any existing policy is affected, the correction of that reference may be made without prior notice.

### **Policy 13.2 External Policy:**

- A. External Policy shall mean resolutions or other official statements by or on behalf of the Pennsylvania Jaycees respecting matters of public interest or concern, which are nationwide or statewide in character, timely and of special importance or significance to young persons of Jaycee age.
- B. No external policy or resolution, statement, or pronouncement declaratory thereof shall be made or pronounced by, or on behalf of, the Pennsylvania Jaycees unless adopted pursuant to the provisions hereinafter set forth.
- C. The external policies of this Corporation may be declared only in the following manner:
  - a. At least fourteen (14) days written notice of such proposed external policies shall be given by the Secretary to the Local Chapters and all members of the Board of Directors, except as provided for in the subsection E hereunder. The proposed external policies shall be set out verbatim in said notice.
  - b. Said external policy shall become effective when adopted by two thirds (2/3) vote at the Board of Directors voting at a meeting of the Board of Directors.
  - c. To be considered at the Conventions, or Board of Directors Meeting, any resolution, other than of a congratulatory nature, must be received by the State Office no later than 45 days before the date of the first general session of such meeting. Such resolutions may be submitted only by an individual member's chapter to signify that the proponent is a member in good standing. The resolution shall be turned over to the Legal Counsel by the State Office and Legal Counsel shall determine whether the proponent is a member in good standing of the Corporation and that the resolution does not offend or contravene any law, regulation, policy, or by-law of the National or State Organization. The Legal Counsel shall turn over the said resolution to the Board of Directors, together with his/her recommendations, if any, provided however, that the Executive Committee may, should it find any such resolutions to be incomplete in outline, fact, or background, refer said resolution back to its maker for clarification.
- D. The President shall assign each resolution adopted by this Corporation to an appropriate office or committee for the execution thereof if there is no direction for dissemination or action contained in the resolution itself. The retiring President shall report to the newly elected President on the status of all unexecuted resolutions.
- E. Those Presidential Resolutions, which are ruled by Legal Counsel to be of a congratulatory or commendatory nature, may be approved by the Executive Committee.

### **Policy 13.3 Internal Policy**

- A. Policies of the Corporation, which define or amplify the charter, constitution, and/or by-laws of the Corporation, shall be known as the internal policy of this corporation.
- B. The internal policies of this Corporation may be declared only in the following manner:
  - a. By a majority vote of those of the Board of Directors voting at a meeting of the Board of Directors; or
  - b. By a majority vote of those members at the Executive Committee voting at a meeting of the Executive Committee.

- C. No prior notice of proposed internal policies need be given.
- D. Current internal policies shall be published and furnished to all Directors.

Section 13.4 National By-Law Changes and Policy Updates: Due to our affiliation with the United States Junior Chamber, the Task Force is authorized to update any Pennsylvania Jaycees policies to match or correspond with changes in the USJC Bylaws and Policies. In addition, the Task Force may make immaterial updates to these bylaws and policies—including correcting typographical errors, cross-references, formatting, numbering or other non-substantive editorial inconsistencies—to ensure the documents remain internally consistent and in good working order. Such immaterial updates shall not alter the intent or substantive meaning of any provision. The Board of Directors must be notified in writing within fourteen (14) days of any change made under this section.

## **Article XIV - Miscellaneous**

### Policy 14.1 National Convention Policy:

- A. The State President shall be the Delegate Chairman. If the State President is a candidate for National Office or is absent from the Meeting, the Immediate Past President shall act as Delegate Chairman. The Chairman shall be responsible for all arrangements for meetings of the delegation and the assignment of state officers and members to Convention Committees and other duties.
- B. A meeting of the state delegation will be held as soon as possible after a majority of the delegates have arrived, for the purpose of organizing the delegation and assigning responsibilities.
- C. The candidates for National President shall be selected as follows:
  - a. Each delegate who attends all official caucuses shall have the opportunity to choose the candidate of his choice after the Steering Committee reports to the delegation.
  - b. The delegation may approve by majority vote a secret ballot for the selection of candidates.
  - c. The appointment of the total votes to be cast shall be in direct proportion to the results of the delegate vote. If the number of official convention attendance is more or less than the number of authorized delegate votes, then the ballot to be cast shall reflect the proportionate results of the general caucus voting in order to determine the proportion of votes to be given to each candidate.

Example:

<b>Certified State Votes</b>	<b>Number Delegates Attending</b>	<b>Candidates Results Delegate Vote</b>		<b>Candidates Votes To Cast</b>	
		<b>A</b>	<b>B</b>	<b>A</b>	<b>B</b>
300	300	200	100	200	100
300	350	300	50	257	43
300	200	150	50	225	75

- D. The quorum necessary for official action of the state delegation shall be fifty-one (51%) of the registered active members.

- E. In all meetings of the state delegation, each active member of any chapter whose state and national dues are paid, shall have a voice and the right to vote. Associate members and alumni members, shall have neither a voice nor a vote; provided, however, that this rule may be waived upon a two-thirds (2/3) majority vote of the registered active members present at any session in which a quorum has been established.
- F. All State Officers in attendance shall attend all business sessions of the National Convention and all meetings of the State delegation and assigned committees.
- G. No alcoholic beverages are permitted at any caucus or business meeting of the delegation.
- H. All meetings of the State delegation shall be governed by Robert's Rules of Order unless otherwise provided by the State By-Laws and Policy Manual. Any part of this convention policy may be changed by a two-thirds (2/3) majority vote of those present at any session in which a quorum has been established.

Policy 14.2 Standardized Forms:

- A. All forms used the Pennsylvania Jaycees for administrative use are to be standardized, numbered, maintained, and made available at all appropriate State Events and if possible, on the state website. These forms are to be maintained by the Secretary.
- B. Standardized forms are to be reviewed periodically and can only be modified by approval of the Executive Committee with the exception of the JCI Senatorship application.
- C. The following are Standardized Forms:
  - a. Statement of Understanding (including not to incur indebtedness)
  - b. Expense Voucher
  - c. Income Voucher
  - d. Local Chapter Directory Information Sheets
  - e. State Meeting Bid Specifications
  - f. Elected Officer Filing Form
  - g. Disclaimer Form
  - h. Assist Request Form
  - i. Extension Request Form
  - j. Participation Agreement Form
  - k. Request for Display/Sales Booth
  - l. Statesman Nomination Form
  - m. Ambassador Nomination Form
  - n. Senator Nomination Form

Policy 14.3 Liability:

- A. Every local organization that hosts a project or event which is sanctioned by the Pennsylvania Jaycees shall indemnify and hold harmless the Pennsylvania Jaycees, it's officers and representatives, from any and all liability or loss resulting there from.
- B. Every person who participates in a project or event, which is sanctioned, and hosted by a local organization, each parent or guardian of each minor who participates, shall sign a participation agreement on a form approved by the Pennsylvania Jaycees.

Policy 14.4 State Mailings:

- A. All State Mailings shall be disseminated to the Chapter President's home address or the permanent Chapter address if the President's address is unavailable or invalid.
- B. There shall be no general mailing unless properly approved by the President and/or those persons so designated by the President.

Policy 14.5 Council of Past Presidents: Currently, since the Pennsylvania Jaycees do not have a full executive team, this council was assembled, consisting of past presidents to advise the current Pennsylvania Jaycees State President and to serve the Pennsylvania Jaycee membership until a full Executive Board can be elected. Particularly, they will provide guidance as experienced leaders in our organization, and where precedent, rationale, and intent of previous actions, and lessons learned from past events are important considerations in the decision-making process for current issues. The Council serves as a resource for historical information and to support the current activities of the Pennsylvania Jaycee membership, the Executive Board (once elected), and Committees (once appointed) as directed by the State President. The Council will advise the Executive Board on issues of importance to the state and the management of the incorporation. The Council also will oversee restricted asset funds and either self-initiate or at the request of the Executive Board determine funding for state programming/budget annually for the remainder of the restricted asset funds existence. Members of the Council are appointed by the State President or Members of the Council and shall serve indefinitely or until resignation.

Current Members (as appointed and approved March 1<sup>st</sup>, 2020): Neil Hanes, 83<sup>rd</sup> State President; Colleen Witman, 82<sup>nd</sup> State President; Peter Urscheler, 81<sup>st</sup> State President; and Amy Newton, 72<sup>nd</sup> State President.

Annual Budget funding requests can be made to Amy Newton at [anewton@ptd.net](mailto:anewton@ptd.net) by providing a complete annual budget and Year of Planned Action, as well as a list of officers with contact information. All information must be received no later than November 15<sup>th</sup> each year. Once reviewed by the Council, a decision will be made regarding funding by December 15<sup>th</sup> each year.

Effective this date March 1<sup>st</sup>, 2020.

Policy 14.6 State Director: The State Director will report directly to the State President, National Director, or members of the Council of Past Presidents (COPPs) listed in Policy 14.5. This position will act as a consultant for the Pennsylvania Jaycees and will be compensated monthly at a rate determined by the State President or COPPs each year to handle routine and advanced duties as listed below, in addition to organize files, create correspondence, prepare reports and documents, sort mail, prepare invoices, pay bills, and offer general staff support to the Executive Team of the Pennsylvania Jaycees as needed. The State Director will complete tasks related to the daily operations of the organization.

This position will be responsible for the following:

- a) Prepare Annual Taxes for State Organization (IRS Postcard)
- b) Maintain/update the state website <https://www.jcipa.org/>, as well as the state's social media outlets at Facebook <https://www.facebook.com/PAJaycees/> and Instagram <https://www.instagram.com/pajaycees/> as directed.
- c) Prepare monthly newsletter for chapters/members.
- d) Check state email daily.
- e) Work with JCI USA with State Membership system, Glue-Up.
- f) Prepare Quarterly Financial Reports and annual financial report
- g) Accounts Receivable
- h) Audit Monthly Bank Statements
- i) Manage the investment accounts and bank accounts.



- j) Prepare Payments for Annual Bills to include, but not limited to: Liability Insurance, Storage Unit, National Membership Dues, State Board Meetings, Website, etc.
- k) Prepare claims from PA Treasury Department Bureau of Unclaimed Assets
- l) Work with Legal Counsel
- m) Quarterly Communications with Chapters
- n) Update Website quarterly, add calendar.
- o) Plan and organize State Board Meetings
- p) Create Agendas for State Board Meetings
- q) Advertise for meetings/state business/information for chapters.
- r) Plan and organize Annual Eastern Institute Meeting (when it is the state's turn to host) and participate with EI Monthly Meetings
- s) Create annual budget and reports.
- t) Review State liability insurance policy.
- u) Prepare annual meeting minutes.
- v) Receive state mail.
- w) Update electronic payment methods for the state = PayPal/Venmo
- x) Manage storage unit.
- y) Review/update By-laws and policies annually (as needed).
- z) Provide State Reports to PA JCI Senate
- aa) Provide State Reports to PA Charitable Foundation
- bb) Keep necessary records for the organization, i.e. minutes, meeting agendas, receipts, awards, etc. and file in the state storage unit.

Effective this date January 1, 2025.

## **Article XV – Financial Management**

Policy 15.1 Year End Celebration Expenditures: The Corporation shall assume the Year End Celebration registration costs, transportation, and lodging of the State President, and Immediate Past President.

Policy 15.2 National Meeting/Event Expenditures: The Corporation shall assume the registration, lodging, and transportation costs of the State President and Primary Advisor.

Policy 15.3 Expenditures by President:

- A. The President shall be allowed to use his allocation for any travel, which he shall deem necessary for the best interest of the Pennsylvania Jaycees. Such expenses so incurred shall not exceed budget amounts.
- B. No expense shall be paid unless a monthly statement on the proper form is completed and submitted to the Treasurer within ten (10) days following the last day of the month.

Policy 15.4 Travel Allocations: Funds allocated for Executive Team travel shall be spent only on the recommendation of the Treasurer and approval by the President and shall not exceed budgeted amounts.

Policy 15.5 Officers, Program Managers, State Chairman Expenses:

- A. Payment of expenses for State Officers, Program Managers, and State Chairman, must be documented by vouchers and within budget limitations. Program budgets shall reflect both operations (program) and administrative expenses.

- B. State Officers, Program Managers, and State Chairman shall sign an agreement prior to assuming their position not to incur indebtedness on behalf of the Pennsylvania Jaycees without prior approval in the form of a purchase order.
- C. Outgoing State Officers, Program Managers, and State Chairman must submit by the end of the fiscal year a guideline showing a line item expense breakdown and other appropriate materials useful for planning purposes and future officers.

Policy 15.6 Competitive Bids: Items in excess of \$1,000.00 shall be purchased by the Corporation only after competitive bids have been obtained and in the absence of any substantial reason to the contrary the lowest bid shall be accepted. Preference shall be given to Pennsylvania manufacturers and suppliers whenever practicable.

Policy 15.7 Sponsorships: Any member of this Corporation in good standing shall be eligible to receive twenty percent (20%) commission for the securing of paid advertising in Pennsylvania Jaycee PACer. Said commission shall be paid upon approval of the President and only after all information on advertising has been coordinated through the PACer editor and payment for advertising received.

Policy 15.8 Co-Sponsorships: The Executive Committee may accept and use funds from any person or persons, organization, firm, corporation, or foundation, which contributors shall be designated as a “Co-Sponsor.”

Policy 15.9 Programming Sponsorships: Any money received by the Pennsylvania Jaycees as a sponsorship for a particular Pennsylvania Jaycee Program shall be placed in that particular program’s account after twenty percent (20%) finder’s fee has been removed and used only for Programming Expenses. Any money that remains after the execution of the program is complete shall be used for other Pennsylvania Jaycee programming expenses of similar purpose.

Policy 15.10 Solicitations:

- A. There will be no solicitations at Board of Directors meetings.
- B. Any solicitations of monies by mail to a Local Chapter or individual member will be made only under advance approval of the Executive Committee. National and State President’s Gift Fund carries such approval.

Policy 15.11 Fund Raising Security: To provide that any organization performing fund raising efforts in the name of, or, on behalf of the Pennsylvania Jaycees are required to provide security in the form of either an A-rated Insurance Company Performance Bond, or a certified check to be held in escrow by the Pennsylvania Jaycees equal to ten percent (10%) of the total anticipated revenues to be collected on the Pennsylvania Jaycees behalf.

Policy 15.12 Booths at State Sanctioned Events:

- A. All groups, businesses, and individuals requesting to set up display and/or sales booths at any Pennsylvania Jaycees sanctioned event, must file a “Request for Display/Sales Booth” form with the appropriate fee as outlined in this policy. Said form and fee must be received by the State President no later than four (4) weeks prior to the event. This time limitation may be altered only at the discretion of the President.
  - a. All groups, businesses, and individuals shall pay a fee of one hundred dollars (\$100.00) payable to the Pennsylvania Jaycees.
  - b. Jaycee sanctioned groups, with the approval of the State President, are exempt from paying a fee (i.e. Program Managers, Chairpersons, etc.).

- c. Corporate sponsors of the Pennsylvania Jaycees may be exempt from paying a fee.
  - d. Not-for-Profit and Non-Profit organizations may be exempt from paying a fee.
- B. The President, upon approval of the Executive Committee, shall approve all requests and may decline any request if deemed not in the best interest of the Pennsylvania Jaycees.