



THE BY-LAWS OF THE WNC LEATHERMEN

March 2008

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THE BY-LAWS OF WNC LEATHERMEN

QUORUM DEFINED

For the purpose of this document and the membership a QUORUM will constitute 50 + 1% of members in attendance of a regularly called meeting.

ARTICLE I: NAME

The Organization shall be known as WNC LEATHERMEN. INC and/or Successors

ARTICLE II: MISSION STATEMENT

The WNC Leathermen is a social, nonprofit group of gay men that promote a positive leather image and lifestyle while contributing to charitable causes in the gay and lesbian community. We do this without judgment, discrimination or persecution in the name of brotherhood and friendship.

We encourage safe, sane and consensual activities in leather, Levis, latex, rubber, uniforms, fetish related sensuality, sexuality and other alternative lifestyles, through awareness, education and goodwill.

ARTICLE III: CODE OF HONOR

We the members of WNC Leathermen strive to uphold the values of the Levi / Leather Community. The WNC Leathermen organized to provide a safe atmosphere of growth, support and camaraderie for those individuals who are interested or actively pursuing the Levi / Leather lifestyle. We encourage a positive attitude of acceptance, tolerance and increase awareness of the Levi / Leather community. We educate our members and prospective members on the varied safe, sane, consensual and fun practices of the Levi / Leather community. The WNC Leathermen stand for honesty and integrity with one another. We stand for pride in our heritage, both as who we are as individuals and as a club. Our members believe in the spirit of camaraderie and in promoting understanding, harmony, support and cooperation within our membership. To these ends we hereby pledge to strengthen these ideals, while advancing the causes for which we stand. For all of this and to each other...WE PLEDGE OUR HONOR!

ARTICLE IV: MEMBERSHIP

Three levels of membership, defined below:

Charter Membership

Charter Members are exclusively the founding members of WNC Leathermen who originated the Club, becoming Full Members BEFORE March 1, 2008. They meet all the criteria for Full Membership listed below and are entitled to all the privileges and responsibilities of Full Membership. Charter Members are also to be accorded respect and special privileges as determined by Club membership. Charter Member status may never be revoked; however the Club reserves the right to cancel the active status of ANY member due to failure to comply with Club requirements and by-laws. Charter Members must, like all Full Members, renew their membership yearly through payment of the current Full Membership dues. They receive a Charter Membership card and the official Club pin.

Full Membership (includes Charter Members)

- Must be a male, 21 years of age or older.
- Must not hold Full Membership in any other Levi/leather or M.C. Club.
- Retains good standing according to the by-laws defining Full Membership in the Club.
- Are encouraged to attend at least 2 out of town runs, functions and/or anniversaries of other Levi/Leather Clubs or groups during each 12-month period of membership.
- Must make an effort to attend Club events, meetings and functions or to contact a Club officer to indicate reasons for not attending. Excessive absenteeism could result in a review of Full Membership status.
- Full Membership is retained by timely payment in full of Club dues (at the current published fee) and completion of any necessary forms that accompany payment.
- Full Members are to be issued an official, numbered Membership Card allowing free admission (no cover) to our first Saturday of the month bar night at Straps and will receive the official Club pin.
- Full/Charter Members are entitled to all Club privileges, including: attendance at all meetings and Club functions, public or private to receive all Club publications/emails/mailings.
- To be identified as a member of WNC Leathermen and wear full Club colors
- To serve in any office on the Executive Board and/or any other committee or position, vote on all matters placed before the Club (except for those involving disciplinary action against said member)
- May sponsor individuals for membership or office.

Associate Membership

- Must be 21 years of age or older. May hold Full and/or Associate Membership in other Levi/Leather Clubs.
- Retains good standing according to the by-laws defining Associate Membership in WNC Leathermen.
- Associate Membership is retained by timely payment in full of Club dues (at the current published rates) and completion of any necessary forms that accompany payment.
- Associates will receive an Associate Membership Card (currently allowing free admission (no cover) to the First Saturday of the month bar nights at Straps)
- Associate Members do not receive a vote in any matters before the Club. Privileges of Associate Membership include:
- Attendance at all public Club meetings unless otherwise specifically noted
- To receive all Club publications/emails/mailings be identified as an Associate Member of WNC Leathermen.
- Any additional privileges as determined by vote of the Club membership or decision of the Club Board.
- Women may apply for and receive Associate Membership in WNC Leathermen as we attempt to encourage and facilitate the formation of a separate Women's Leather Club in Western North Carolina.

Alumni

Alumni Membership is available to any member who has made significant contributions to the WNC Leathermen and feels the need to become “inactive.” Members eligible to apply for Alumni status are all Charter Members and any Full Member who has been a Full Member in good standing for at least 3 years. Alumni status is given or denied by a vote of the full membership where a majority rules. Alumni status members do not receive a vote in any matters before the Club.

Alumni Members are entitled to:

- Attend all public meetings and functions of the Club unless otherwise specifically noted
- Receive all Club publications/emails/mailings
- Be identified as a Club member and wear Club colors
- Re-apply for active Full Membership at any time with the only requirement being payment of current Club dues.

Honorary Membership

Honorary Membership is an invitational category designed to recognize significant contributions to WNC Leathermen and the fellowship we promote.

- Honorary Members may be men or women, and they do not receive a vote in any matters before the Club.
- Honorary Membership will be accorded following a set procedure
 - Nomination from a Full Member in writing to the Board.
 - A vote by the Board to place the issue before the full membership
 - A vote by the full membership.

Honorary Membership does not expire unless, after review by the Board, the membership votes to revoke such status. It requires no dues and entitles the member to the following privileges:

- Attendance at all public meetings and functions of the Club unless otherwise specifically noted
- To receive all publications/emails/mailings

New Members

New Applicants must obtain at least one sponsor who is a full member in good standing and must get the approval from at least one board member to apply for membership. A completed application with signatures from both the Sponsor and Board Member are required. All fees must be paid in full at the time the application is submitted. Once approved, new Applicants can pick up their memberships cards at the next scheduled Meet & Greet or can arrange to have them mailed. Applicants that are denied membership will have their application fee returned.

ARTICLE V: OFFICERS

Section 1: Officers

The Officers of the club shall be President, Vice-president, Secretary and Treasurer.

Section 2: Vacancies

In case the office of President becomes vacant, the Vice -President shall automatically become President. A special election (see article VIII, section 3) shall be held to fill all vacant offices.

Section 3: Terms of Office**TERMS OF OFFICE ARE: ONE CALENDAR YEAR**

- a) The President and Vice-President shall not be elected to the same offices more than two (2) consecutive terms.
- b) The President and Vice-President who have served two (2) consecutive terms must take a one (1) year relief from office to be eligible for election to the same office.
- c) Term limits of (4) consecutive terms shall apply to the offices of Secretary, Treasurer.

ARTICLE VI: DUTIES OF OFFICERS**Section 1:**

The President shall preside at all club meetings; and appoint standing committee heads and special committees and serve as a responsible spokesman/delegate for the club. If the President cannot attend conferences/meetings then the Vice-President shall preside. In the event the Vice-President cannot attend the President shall appoint a representative.

Section 2:

The Vice President shall assume the duties of the President in his absence will serve as the Run Coordinator. The Vice President shall be familiar with all club rules and Robert's Rules of Order and insure adherence by all members.

Section 3:

The Secretary shall record all proceedings of meetings, handle all correspondence and inform the membership of such correspondence at regular meetings; and maintain accurate membership and attendance records.

Section 4:

The Treasurer shall collect, hold and disburse all funds of the club and keep accurate records of receipts and payments and report it at each meeting.

ARTICLE VII: MEETINGS

A regular meet and greet will be held the first Saturday of each month at published location, and a separate business meeting will be held monthly, which will include the Board Of Directors and any full members who wish to attend. Additionally an annual meeting will be held for the election of officers on or near April 1.

Section 1:

The President must open Meetings of WNC Leathermen. All agendas must be provided in writing, prior to each WNC Leathermen meeting. All said agendas will contain the order of meeting, and any other notation deemed necessary.

Section 2: Order of Meeting

- a) Welcome
- b) Agenda
- c) Secretary's report/minutes of previous meeting and approval
- d) Treasurer's report and approval
- e) Old Business
- f) New Business
- g) Meeting/Function announcements
- h) Adjournment

Section 3: Agenda

- a) The President will compile the agenda for each meeting.
- b) The President is responsible for getting the agenda to the active members no later than 48 hours before the meeting.
- c) The agenda may be sent to the Full Members by mailbox or by electronic mail.
- d) The agenda may be approved by the membership after the meeting has been officially opened and before proceeding with the meeting. The order of the agenda can be changed with the approval of the membership in attendance.

ARTICLE VIII: ELECTIONS**Section 1: Officers**

- a) Officers shall be elected at the Annual meeting (see Article VII) to serve maximum of 2 consecutive terms or until their successors are elected.
- b) Officers shall be elected by a simple majority vote of a quorum (see definition of Quorum) of FULL members

Section 2: General Elections

- a) Elections shall be held at an Annual Meeting (see Article VII).
- b) The proposed slate of officers will be presented by the membership.
- c) Nominations will be made from the floor.
- d) Elections shall be by secret ballot.
- e) Voting privileges shall be one (1) vote per office by each Full Member.

Section 3: Special Elections (at a specially called meeting)

- a) Nominations will be made from the floor.
- b) Elections shall be by secret ballot
- c) Voting privileges shall be one (1) vote per office by each Full Member.

ARTICLE IX: COMMITTEES**Section 1:**

There shall be committees formed as deemed necessary.

Section 2: Board of Directors

- a) Board of Directors will consist of the Club's Officers and their appointees and will be responsible for the general operation of the Club.

- b) The Board of Directors shall possess discretionary authority in extraordinary matters concerning the membership. Such decisions are subject to the approval of a majority of the membership.

ARTICLE X: CONDUCT/GRIEVANCES/DISCIPLINE/TERMINATION

Section 1: Conduct

All members are charged with conducting themselves in a manner as written in WNC Leathermen Mission Statement and Code of Honor.

Section 2: Grievances and Discipline

- a) Grievances may be submitted to the Vice-president only after a reasonable effort has been made to rectify the situation. The Vice-president will then notify the executive committee of the grievance.
- b) Accused member(s) must respond to the charges presented. Refusal to do so will result in immediate revocation of all member privileges.
- c) The Executive Committee will hold a formal meeting to decide the outcome. If action results in loss of membership, the individual may reapply for membership as required by these by-laws for membership.

Section 3: Termination

- a) Termination of a member can only be done when a member has not met the requirements of a member in good standing and attendance policy, as set forth in Policies and Procedures.
- b) Must be notified in writing via certified mail.
- c) May reapply for membership at the end of a ninety (90) day Probation period.
- d) Has ninety (90) days after the Probation period before losing initial application fee.

ARTICLE XI: FINANCES

Section 1: Dues

Annual dues for full and associate members are paid on or before their anniversary date and will expire one year later. Renewal fees will be the current published fees at that time.

Section 2: Spending Limits

The Board of Directors shall be allowed to spend up to \$100.00 per month without Membership approval; full Executive Board approval is required for sums exceeding \$100.00 per month. Any Officer shall be allowed to spend up to \$50.00 per month with Executive Board approval in order to complete the duties of his office without approval. The Membership may waive these requirements for special functions, etc. There shall be no cumulative effect to the above expenditure. Reimbursement for said money issued only with proper form and receipts.

Section 3: Checking Account

A checking account will be maintained at a financial institution, chosen by the Board of Directors. The president and the treasurer will sign all checks. The

Treasurer will be the primary signature. No checks are to be written for amounts less than \$5.00.

Section 4: Financial Obligation of Member

A member in good standing is retained or reinstated under the following conditions:

- a. All dues are current.
- b. Any dues in arrears are made current. 5c) Attendance requirements are maintained.

ARTICLE XII: WNC LEATHERMEN PROPERTY

WNC Leathermen property is to be defined as follows:

- a) Any WNC Leathermen item which bears the logo or any reference to the club.
- b) Any property, which has been purchased by and/or for WNC Leathermen to include but not limited to banners, flags, equipment, etc.

Article XIII: Attire

Section 1: Casual

Defined as Leather, Levi, Western, Casual/Street Clothes or other attire deemed appropriate by the Membership. Club colors must be worn or in the possession of each member at all club functions, or may be optional wear for runs and socials.

Section 2: Formal

Black jeans (no holes or faded), leather pants or leather kilt, white button shirt, black tie or Bolo, black boots, black belt, and Club Vest. Formal attire may be worn to all functions not designated for casual attire. These functions are to include, but not limited to: banquets, award ceremonies, meetings, runs and socials. The membership will decide ahead of schedule which attire would be appropriate for each occasion.

Article XIV: Guidelines for Pinning

At the time of this publication the term "Pinning" represents the giving of our club colors. It is given to new applicants that have applied for Full Membership and that have been approved to join the club. It will be presented in the following ways.

- a. Can only be given by a Charter/Full member in good standing.
- b. Will be given by one or both of the new member's sponsors. In their absence a Board Member will do the pinning.
- c. Will be given in a public forum. I.e.: Meet & Greet, General Meeting, etc.
- d. Must be worn on the left side of vest or other article of clothing just above the heart
- e. This pin represents your home club and therefore must be the first pin, from the top down, if other pins are also worn on the left.
- f. If your pin is lost replacement fees will apply at the current rate.

ARTICLE XV: ANNOUNCEMENTS

No announcement of WNC Leathermen activity or involvement, which requires a vote of the Membership, is to be made public, either in print or orally, until such is approved by the Membership at a regular or special meeting.

ARTICLE XVI: BAR NIGHTS

- Bar nights are held once a month, traditionally the first Saturday.
- Bar nights are generally from 10 PM – until 2. The Board of Directors retains the right to change as need be, to set setup times and arrival times.
- Bar Nights are to be held at the designated home bar unless otherwise specified by the Board of Directors.
- Additional functions may be held as deemed fit and will be designated by the Board of Directors.
- Attendance is optional unless otherwise designated.

ARTICLE XVII: AMENDMENTS

- These by-laws may be amended by a two-thirds (2/3) vote of the Full members present at any regular meeting, provided the proposed amendment was submitted in writing at the previous regular meeting.
- The most current issue of "Robert's Rules of Order" shall supersede anything not covered in these by-laws.

ARTICLE XVIII: DISSOLUTION

Dissolution shall be warranted when no more than three Full Members exist. The Club may be maintained upon a unanimous vote of those remaining.

No less than two (2) Full members may call dissolution in good standing. The procedure to terminate the Club shall be the same, as to amend the by-laws (see Article X). Upon termination, the Secretary and/or Treasurer will be charged to destroy all membership files/ mailing list/records and any financial records not required by law. All other Club funds/materials will be donated to like -minded organizations (i.e.-Leather Archives and Museum). All listing agents and publications shall be notified.