

## **Tigrayan Community Of Michigan (TCM) Mission Statement**

The Tigrayan Community of Michigan is a non-profit organization dedicated to responding to the needs and improving the quality of lives of Tigrayans in Michigan. **Our mission is simple: To assist Tigrayans in becoming fully absorbed in their communities as quickly as possible, thereby enabling them to live and work to their potential.** To accomplish our mission, we will use outreach, advocacy, education, and support services.

1. **Outreach:** We will continue to design programs that meet the needs and reach out to those who needs support in our communities.
2. **Educate:** We are dedicated to enriching the lives of Tigrayans and will provide on-going computer training, academic support, and Tigrigna language classes.
3. **Advocacy:** We remain steadfast in our commitment to provide information and resources for community members and will advocate their causes accordingly.
4. **Support:** We will provide lingual, social, and emotional support to the members of the community, and will connect them to a broader network of support if necessary.

# **TIGRAYAN COMMUNITY ASSOCIATION BYLAW**

---

## **ARTICLE I. NAME**

The name of this organization is Tigrayan Community of Michigan, hereafter called TCM, and it is incorporated under the Michigan Nonprofit Corporation Act.

## **ARTICLE II. PURPOSES**

**Section 1:** Provide information and facilitate integration of new immigrants.

**Section 2:** Promote and encourage self-reliance to new immigrants.

**Section 3:** Provide lingual, social, and emotional support.

**Section 4:** Provide day care, preschool and after school programs for children.

**Section 5:** Provide broad academic support to children.

**Section 6:** Provide literacy and basic math for adults.

**Section 7:** Give the youth its roots find wings.

**Section 8:** Provide facility and encouragement to the youth in fund raising activities for scholarship fund of TCM.

**Section 9:** Provide scholarship fund to children from poor families who show excellence in their academic achievement.

**Section 10:** Create a center where community members can meet and exercise their common cultural activities, support and communicate each other based on their tradition and custom.

**Section 11:** Provide philanthropy to rehabilitate and rebuild Tigray

**Section 12:** Conduct all other activities permitted under the Michigan Nonprofit Corporation Act.



## **ARTICLE III. MEMBERSHIP**

**Section 1:** TCM shall have members. Membership is open to all persons of Tigrayan origin and friends of Tigray who are a minimum of eighteen (18) years of age, interested in the purposes of TCM, pay US \$250 per person, the required one-time membership fee and monthly due of US \$20 per person, and agree to follow all required rules adopted by TCM.

**Section 2:** The one-time membership is due within a month after joining.

**Section 3.** Membership dues are nonrefundable upon termination of membership.

**Section 4:** A membership may be revoked. Revocation of membership must be proposed by the Board of Directors and approved by the assent of at least two thirds (2/3) of the members of TCM. Written notice of proposed revocation of membership shall be given to the member at least thirty (30) days before the meeting at which time the revocation of membership is to be considered, and that member shall have an opportunity to present arguments.

**Section 5:** Reinstatement of membership must be proposed by the Board and approved by the assent of at least two thirds (2/3) of the members of the TCM after a hearing at which the person whose membership was revoked has an opportunity to be heard.

**Section 6:** Membership is nontransferable and shall be terminated upon death of a member.

**Section 7:** The membership at large shall

1. Participate in all member's meetings.
2. Have equal votes for any business decisions of TCM.
3. Have equal opportunity to be elected and elect Board of Directors.
4. Contribute a minimum of 15 hours of service per year to the association as assigned by the Board of Directors. Donating money at equivalent value of the Michigan State minimum wage can compensate the minimum 15 hours of service.
5. Pay all dues and assessed contributions.
6. Perform such other duties as the Board of Directors may require.

## **ARTICLE IV. OFFICERS AND THE BOARD OF DIRECTORS**

**Section 1:** The business and affairs of TCM shall be conducted under the direction of The Board of Directors.

**Section 2:** The Board of Directors shall be comprised of the officers of TCM.

**Section 3.** Board Directors are elected by direct vote of the members.

**Section 4.** All Board nominees shall be members in good standing of the TCM at least for one year.

**Section 5.** The Board of Directors shall consist of a minimum of 5 and a maximum of 7 directors. The number of Board Members at Large may be increased or decreased from time to time as the affairs of TCM may require, by a vote of the majority of the members present at a properly called general meeting.

**Section 6.** The Board of directors shall serve for a term of two years, commencing on the date of election and each director shall hold office until her/his successor is elected. Any director may serve for a maximum of two terms in the same post, including successive terms, and shall not be disqualified by reason of having served previously as a director.

**Section 7:** The Board shall act without compensation.

**Section 8:** The authority and responsibilities of the Board of Directors shall be as follows:

1. Manage the affairs of TCM.
2. Propose changes to membership dues.
3. Adopt annual operating budget and approve miscellaneous expenditures no greater than \$2,500.
4. Establish ad hoc and standing committees to carry out the purposes of TCM.
5. Schedule membership meetings and plan and approve meeting programs.
6. Appoint interim members to the Board of Directors and fill vacancies until the next scheduled election.
7. Contract an outside consultant such as auditing firm as needed.
8. Hire a (general) manager who will run the day to day operations of the Association as needed.

**Section 9:** The Board of Directors shall meet a minimum of four (4) times per year to conduct the business of TCM. The date, time and locations of each meeting shall be made available to the Board members in advance. In addition to the four (4) required meetings, the Board may hold special meetings in-person (if feasible) or virtually at any time, whenever called by the President or any two (2) or more members of the Board of Directors. Notice of special meetings shall be given to the Board of Directors by the person(s) calling the meeting, either electronically or by mail, at least seven days prior to the scheduled meeting date.

**Section 10:** Board meetings shall be open to any interested (registered) TCM member(s) to attend and listen. Members attending these Board meetings shall not participate in the discussions, decision making or voting in any form or action. A Non-Board member who

disrupts the procession of formal Board Meeting, in any form or action, shall be removed from the meeting by the Board of Directors.

**Section 11:** A majority (50% plus 1) of the Board of Directors appearing in person shall constitute a quorum at any meeting of the Board. Provided that, if less than the majority of the Board is present at said meeting, a majority of the Board present may adjourn the meeting from time to time without further notice. The act of a majority of the Board present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless a greater proportion is required by the Michigan Nonprofit Corporation Act, the Articles of Incorporation, or these Bylaws.

**Section 12:** Any Director may resign at any time delivering written notice to the President or the Secretary at the office of TCM, or by giving verbal or written notice at any meeting of the Directors. The resignation shall be effective at the time specified therein or upon delivery thereof.

**Section 13:** A meeting of TCM membership called expressly, one or more Directors (including the entire Board) may be removed from office, with or without cause, by two thirds (2/3) of the votes cast by members at which a quorum is present.

**Section 14:** Any two or more offices may be held by the same person, except the offices of president, secretary and treasurer.

## **ARTICLE V. DUTIES OF OFFICERS**

The officers of TCM are President, Vice President, Secretary, Treasurer, Financial Controller and Public Relations Officer.

**Section 1:** The PRESIDENT shall:

1. Schedule and preside over meetings of the membership.
2. Schedule and preside over meetings of the Board of Directors.
3. Represent TCM in its public relations and dealings with any agency or organization.
4. See that orders and resolutions of the Board are carried out.
5. Call any special meetings of the Board of Directors.
6. Be a signatory to TCM's accounts in addition to the treasurer.
7. Perform such other duties-as the Board of Directors may require.

**Section 2:** The VICE PRESIDENT shall:

1. Perform all duties of the President in his or her absence or disability.
2. Be responsible for new member liaison and TCM publicity activities.
3. Perform such other duties as the Board of Directors may require.

**Section 3:** The SECRETARY shall:

1. Keep records and minutes of the Board of Directors' meetings.
2. Keep records and minutes of the proceedings of the annual membership meeting.
3. Maintain a current record of officers' names, addresses and phone numbers.
4. Maintain current information on members, including their names, addresses, and phone numbers, and type of membership.

5. Maintain a permanent record of the TCM's Articles of Incorporation and Bylaws.
6. See that all notices and reports are duly given in accordance with these Bylaws or as required by law.
7. Perform such other duties as the Board of Directors may require.

**Section 4:** The TREASURER shall:

1. Collect all membership dues, donations and other grants of TCM.
2. Hold and disburse TCM funds as directed by the Board.
3. Be a signatory to TCM's accounts.
4. Perform such other duties as the Board of Directors may require.

**Section 5:** The FINANCIAL CONTROLLER Shall:

1. Maintain all financial records in a permanent, organized format, which can be inspected by an auditing committee as directed by the Board.
2. Make quarterly financial reports to the Board and annually to the membership.
3. Prepare financial statements for the Board, members and governmental offices that may require such reports.
4. Prepare all required financial documents, receipts, bank statements, income and expense proofs suitable for auditing.
5. Perform such other duties as the Board of Directors may require

**Section 6:** The PUBLIC RELATION OFFICER shall:

1. Be responsible for TCM publications and TCM Rosters.
2. Be responsible for mailings and distribution of Rosters, notices and any other TCM publications.
3. Be responsible for selecting and scheduling a meeting place
4. Be responsible for planning and scheduling programs and presenters for the membership meetings
5. Maintain TCM awareness of community and social issues that may be a concern or valuable.
6. Perform such other duties as the Board of Directors *may* require.

## **ARTICLE VI. ELECTIONS**

**Section 1:** The annual elections of officers shall be held at a regularly scheduled meeting of the membership in the month of December.

**Section 2:** The Board of Directors shall be elected at the annual meeting.

**Section 3:** Each member shall have one vote.

**Section 4:** All Board Members shall be elected by the general membership

**Section 5:** On the day of the annual election, the Board of Directors may present to the general membership to consider, an outline of qualifications needed from the Board members- to be elected based on the challenges and opportunities TCM is undertaking.