

Section 4

VOLUNTARY WITHDRAWAL Membership will be considered terminated upon written or verbal <sup>resignation</sup> request of a member to the Chairperson or an officer of the Board of Directors. All dues shall stay in C.C.R. funds.

ARTICLE II

BOARD OF DIRECTORS

Section 1 - Duties of the Chairperson - Wktb IS

The Chairperson shall preside over all meetings of the General Body and the Board of Directors. The Chairperson shall:

1. Oversee the duties of the Executive Director. Wktb LS
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to General Assembly once a month.

Section 2 - Duties of the Vice Chairperson

1. The Vice Chairperson shall preside at meetings in the absence of Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson.
3. Perform all other duties as may be assigned by the Chairperson. ✓
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.

Section 3 - DUTIES OF THE SECRETARY

The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors

It is his/hers responsibility to:

1. Send notices of meetings to members of the Corporation.
2. Keep a log of minutes and make them available to all members.
3. Keep a current roll of membership.
4. Perform all other duties usually pertaining to the office of the Secretary.

*Association*  
*the secretary*

Section 4 - DUTIES OF THE TREASURER

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other duties assigned by the Chairperson or Board of Directors. Payment shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence or incapacity of the Treasurer, power to sign checks may be delegated by the Board of Directors to the Chairperson and the Vice Chairperson.

The Treasurer shall be responsible for financial reports, including, but not limited to: The State of California Franchise Tax Board reports and the United States Internal Revenue Service reports.

The Treasurer shall submit to the General Body a written financial statement every four (4) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

Section 5 - DUTIES OF THE SGT. OF ARMS

1. Shall maintain order and security at all meetings and gatherings.
2. Shall coordinate all security.

At times it says the org, the Association and CCE. Shouldn't it be consistent?

Section 6 - PARLIMENTARIAN

Section 7 - GENERAL POWERS.

Members of the Board of Directors must have been members in good standing of the Committee On Chicano Rights, Inc., for at least one (1) year.

Section 8 - NUMBER AND TENURE.

The number of members of the Board of Directors shall be a minimum of five (5) and a maximum of eleven (11); <sup>five (5) officers and</sup> six (6) members-at-large. Each shall hold office for one (1) year, from July 1 through June 30.

Are who? committee chairs

Section 9 - ATTENDANCE.

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, unless satisfactory excuses are presented, shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof.

ARTICLE III

STAFF

Section 1 -

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

Section 2 - DUTIES OF THE EXECUTIVE DIRECTOR.

1. The affairs of the Association shall be managed for the General Body by the Executive Director.
2. Represent the Corporation in all matters as instructed.
3. Exercise the general supervision over the affairs of the Corporation.

Section 3 - DUTIES OF THE EXECUTIVE SECRETARY.

ARTICLE IV

MEETINGS

Section 1 - BOARD OF DIRECTORS.

Regular meetings of the Board of Directors shall be held once each week.

Section 2 - GENERAL MEMBERSHIP MEETINGS.

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be reports from the Executive Director; Chairman of the Board; and all heads of Standing Committees.

Section 3 - ANNUAL MEETINGS.

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of members to the Board of Directors. Annual meetings shall be an awards banquet and the largest fundraising event of the year.

Section 4 - COMMUNITY MEETINGS.

Community meetings shall be called at the discretion of the Board of Directors.

Section 5 - EMERGENCY MEETINGS.

Any emergency meeting may be called by any three (3) members of the Board of Directors. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board members.

Section 6 - SPECIAL MEETINGS.

Special meetings of the General Body may be called by the Chairperson or any

member of the Board of Directors, with the approval of not less than one-third (1/3) vote of the Board of Directors.

Section 7 - SPECIAL BOARD MEETINGS.

~~Special meetings of the Board of Directors may be called by, or at the request of, the Chairperson or any two (2) Board members. The person or persons authorized to call Special Meetings of the Board may fix any place within the County of San Diego as the place for holding any special meeting of the Board called by them. (Telephone Poll?)~~

Section 8 - NOTICE OF MEETINGS.

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

Section 10 - NOTICE OF GENERAL MEETINGS.

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than seventy-two (72) hours before the date of such meeting at or by the direction of the Chairperson, Secretary, or the officer or person(s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings to be held.

Section 10 - QUORUM.

If a Quorum is not present the Chairperson shall declare a Committee of the Whole. Business may thus be transacted. A Quorum of the Board of Directors shall be a simple majority.

means what?

781141517  
ABCDEF GHIJKL

ARTICLE V

FEEES, DUES AND ASSESSMENTS



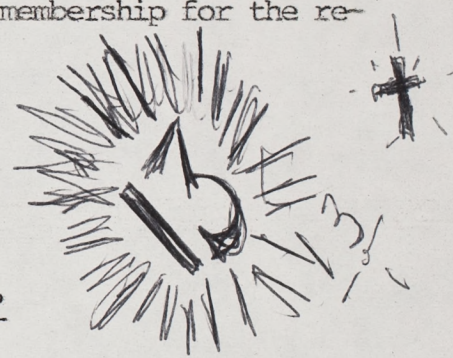
Section 1 - INITIATION FEES.

Each prospective member will be assessed an initial fee of ten ~~xxx~~ dollars (\$10.00) upon application to become a member. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Students will be assessed an initiation fee of two dollars fifty cents (\$2.50). Senior citizens, over fifty five (55) years of age, will be assessed an initiation fee of two dollars fifty cents (\$2.50). In-kind services shall be approved by the Board of Directors in lieu of initiation fees.

*THIS MONTH WITH*

Section 2- ANNUAL DUES.

Annual dues shall be in the amount of thirtysix dollars (\$36.00) per year per person unless changed by the Board of Directors by a simple majority vote. Dues shall be payable in advance, in full, in the first month of the fiscal year, or may be paid on a monthly basis, at a rate of three dollars (\$3.00) per month. Dues shall be set by the Board of Directors and ratified by the General Assembly. Dues of a new member shall be prorated from the first day of the month in which each new member is admitted to membership for the remainder of the fiscal year of the Corporation.



ARTICLE VII

DEFAULT AND TERMINATION OF MEMBERSHIP

Section 1 - DEFAULT OF DUES.

When any member shall be in default in the payment of dues for a period of three (3) months, a notice of dues in arrears shall be sent.

*Does that mean your out?*

ARTICLE VIII

Section 1 - MISCONDUCT.

Any member of the Corporation shall be expelled by two thirds (2/3) vote of the General Body for continued action, without good cause, which is construed as detrimental to the good order of the Corporation.

Section 2 - ACTIONS CONTRARY TO THE GOOD OF THE CORPORATION.

A member of the *Organization* on the Board of Directors may additionally be expelled for the following reasons:

- (a) Unauthorized absences from three *or 5-ATTN?* (3) meetings of the Board of Directors or General Body meetings without justifiable cause.
- (b) Misuse of funds.
- (c) Action construed as detrimental to the order of the Corporation.

Section 3 - NOTIFICATION OF DISCIPLINARY ACTION.

Prior to any disciplinary action undertaken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action.

- (a) Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE IX

STANDING COMMITTEES

Section 1 - Standing Committees shall be:

- \* 1. Fundraising
  - \* 2. Membership/Volunteers
  - \* 3. Media/ P.R.
  - \* 4. Education
  - \* 5. Finance
  - \* 6. ~~Police Investigation~~ **LAW AND JUSTICE**
- Y QUE*

7. Newspaper

9. Security

8. Immigration

10. Election/ Voter Education

Section 2 - MEMBERSHIP OF STANDING COMMITTEES.

- (a) Membership of Standing Committees shall not be limited as to number.
- (b) Chairpersons shall retain office for a period of one (1) year.
- (c) Chairperson may be removed by two thirds (2/3) vote of the Executive Board.
- (d) Committee Chairperson shall submit a written report to the General Assembly at each meeting.
- (e) All Committee Chairpersons shall be responsible to the Board of Directors.
- (f) The Board of Directors shall have control over all committees.
- (g) All Committees shall be advisory to the Board of Directors.

Section 3 - DUTIES OF STANDING COMMITTEES.

1. Fundraising Committee shall initiate, coordinate and oversee all fundraising activity and entertainment.

2. MEMBERSHIP/VOLUNTEERS COMMITTEE shall collect dues from all members; recruit and screen all potential members; Set up affiliate memberships; coordinate all volunteer activity; and coordinate all Student Support Groups. ~~All volunteers must submit resume and committee job description~~ *through treas. file*

*U.P.* 3. MEDIA/P.R. COMMITTEE shall be responsible for maintaining open and friendly communication with mass media; will coordinate press conferences and may assist Chairperson in press conferences;



shall also be responsible for distribution of all press releases. ANY AND ALL WRITTEN MATERIAL EMINATING FROM THE C.C.R. SHALL BE UNDER THE DIRECT CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.

*(Handwritten circle around 4)*  
4. EDUCATION COMMITTEE shall research and keep all members informed of education laws and issues; maintain communication with all other organizations involved in education.

*Trans*

5. FINANCE COMMITTEE shall be chaired by the Treasurer; be responsible for all monies of the Corporation; hold close liaison with Fundraising Committee and Membership/Volunteers Committee; develop and maintain potential financial resources.

*Chm*

6. POLICE INVESTIGATION shall research and keep all members informed of law enforcement procedures and issues; maintain communication with all other organizations involved in law enforcement agencies.

*Edific*  
*(Handwritten circle around 7)*

7. NEWSPAPER COMMITTEE shall be responsible for printing and distribution of Newspaper at the discretion of the Board of Directors. The Board of Directors shall have control over the entire content of the C.C.R. Newspaper.

*Chm*

8. IMMIGRATION COMMITTEE shall research and keep all members informed of Immigration laws and issues; maintain communication with all other organizations involved in Immigration.

*Sgt*

9. SECURITY COMMITTEE shall provide security at all meetings and demonstrations; provide security for individuals and members at the discretion of the Board of Directors.

10. ~~ELECTION/VOTER EDUCATION COMMITTEE~~

10. VOTER EDUCATION COMMITTEE shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.

11. ELECTION COMMITTEE shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office or have voting power. Responsibilities shall be:

- (a) Mailing notice and procedures for election in April to all eligible members.
- (b) To screen and certify that all nominees are eligible for nomination.
- (c) Certify all members eligible to vote.
- (d) Make ballots and mail to all members by June 1.
- (e) Set time, place and date of election.
- (f) Count votes and post results at C.C.R. office.
- (g) Supervise election process to assure and certify that all elections are fair and honest.
- (h) Voting shall be by secret ballot and in person.
- (i) No proxy ballots shall be accepted.

~~(j) Absentee ballots must be sealed and/or mailed and must be in the C.C.R. office by election day.~~

Section 4 - AD-HOC COMMITTEES.

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc Committees shall be established for specific tasks.

ARTICLE X

COMPOSITION, MANNER OF ELECTION, APPOINTMENT AND TERM OF SERVICE.

Section 1 - COMPOSITION OF BOARD OF DIRECTORS.

The Board of Directors shall consist of the Chairperson; Vice Chairperson; Secretary; Treasurer; and Sgt. of Arms.

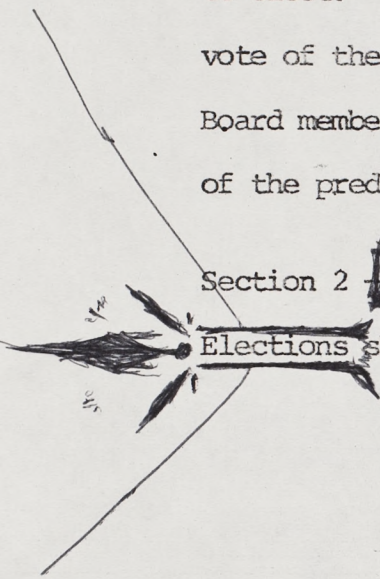
*2 AT LARGE member plus 80 many more for whatever more*

The Chairperson, Vice Chairperson, Secretary, Treasurer and Sgt. of Arms shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation. The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

Section 2 - **ELECTIONS**

Elections shall be held in June; under the following rules:

- (a) Only members in good standing shall be eligible for nomination.
- (b) Members in good standing must have paid dues for eighteen (18) months; attended ~~75~~<sup>75</sup> % of meetings during last twelve (12) months prior to time of nomination.
- (c) Board Members At Large must be head of a committee; certified qualified for office; elected by plurality of General Assembly.
- (d) Written <sup>30 DAYS</sup> notice of elections shall be made to all members.
- (e) Election <sup>30 DAYS</sup> procedures shall be sent to all members.
- (f) Announcement of elections shall be made in April at General Assembly meeting.
- (g) Nominations shall be accepted during the first three (3) weeks in May.



- (h) A list of eligible candidates shall be posted in C.C.R. office by June 1.
- (i) On election day the members shall elect five (5) officers, and six (6) Board members At Large.
- (j) These eleven (11) persons shall constitute the Board of Directors.
- (k) The Five (5) officers shall constitute the Executive Board.  
*in these are ~~the~~ responsibilities of E.B.?*
- (l) Resignation as head of a Committee shall result in automatic resignation from Board of Directors unless such resignation is to become head of another Committee.
- (m) Vacancies shall be filled by the Board of Directors.

ARTICLE XI

MISCELLANEOUS

Section 1 - AMENDING BY LAWS.

The By Laws of this Corporation may be amended, repealed, or added to, or new By Laws shall be adopted by the vote of two-thirds (2/3) of the General Members entitled to vote and present at a duly constituted General Body meeting.

Section 2 - RULES OF ORDER.

Unless otherwise stipulated in these By Laws, all questions of order or procedure shall be resolved in accordance with Robertos Rules of Order.

ARTICLE XII

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section 1 - MANAGEMENT OF ASSOCIATION PROPERTY.

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

Section 2 - CORPORATION.

Chapters of the Committee On Chicano Rights, Inc., may be established upon petition to the Board of Directors by responsible individuals ~~and/or groups.~~

(a) ~~Petition must include:~~

- ~~1. List of membership.~~
- ~~2. By Laws, Constitution and/or Articles of Incorporation.~~
- ~~3. List of all other affiliate organizations.~~

(b) Majority vote of the Board of Directors is required for authorization to establish such chapter.

(c) Application for affiliation must be completed prior to authorization.

Section 3 - DISSOLUTION OF CORPORATION.

This Corporation, The Committee On Chicano Rights, Inc., may be dissolved by the vote of two thirds (2/3) of its active General Members at a duly constituted meeting.

(a) In the event of dissolution, the property of the Corporation shall be distributed as follows:

- 1. All debts of the Corporation shall be paid in full.
- 2. Any amounts of real or personal property remaining after all debts have been paid shall be distributed according to the Corporation Laws of the State of California.

In witness Whereof, the undersigned have signed these By Laws this

\_\_\_ day of \_\_\_\_\_, 1978, at \_\_\_\_\_, California.

Misc to be discussed

Section - DUTIES OF THE EXECUTIVE SECRETARY.

Section - DUTIES OF A PARLIMENTARIAN.

FINANCIAL CODE - All expenditures shall have prior approval of the Board.

~~On Board?~~  
The Chairperson, the Board of Directors and/or General Members may be compensated for expenses at the discretion of the Board of Directors for work done on behalf of the Committee On Chicano Rights, Inc/.

No Person shall represent the C.C.R. without official approval and permission.  
*without is*

The C.C.R. COLORS shall be shown at all meetings, press conferences, demonstrations, functions and gatherings of the Committee On Chicano Rights, Inc.

~~The Committee On Chicano Rights, Inc., shall not work with any organization that is not predominantly Chicano/Mexicano/Latino/Mexican-American and/or whose principal objectives do not meet the standards of the C.C.R.~~

ORGANIZATIONAL CHART:

COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

*When MAKING  
Calendar. Suggest  
THAT we consider*

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

*1st putting those items on Bylaws  
lie*

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list.

*Annual  
Claims  
report  
Treasurer  
approve*

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description. → *PART of Application form*
- c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members maybe subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.

*\* f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.*

g. Only general members in good standing shall have voting power.

*CCRB*

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.

*CCRB*

ARTICLE II

OFFICERS

Section I-Duties

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
- CCPB → 2. Be responsible for implementing the will of the General Body and the Board of Directors.
- BD 3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
- BD 4. Carry out all other duties as required by the Board of Directors.
- \* GA 5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

Section II

- ✓ 1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
- ✓ 2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
- \* ✓ 3. Perform all other duties as may be assigned by the Chairperson.
- \* 4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees. → This means what
- \* GA 6. Shall submit a written report to the General Assembly once a month.

Section III

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. ~~Give notices of meetings to members of the corporation.~~
  - b. Keep a log of minutes and make them available to all members. & including Attendance
  - c. ~~Keep current roll of membership.~~
  - d. Perform all other duties of the Secretary.



ARTICLE III

STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

ARTICLE IV

MEETINGS

Section I

✓ CCP BP  
Regular meetings of the Board of Directors shall be held once a week.

✓ Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

Section IV

✓ Community meetings may be called at the discretion of the Board of Directors. > Now once a month.

Section V

✓ Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

Section VI-Notices

\* Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/ or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.

Section IV

\* The Treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary, or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: the State of California Franchise Tax Board reports and United States Internal Revenue reports.

\* The Treasurer shall submit to the General Body a written financial statement every ~~three~~ (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

Section V

The Sergeant of Arms shall maintain order and security at all meetings and gatherings. He/She shall coordinate all security.

Section VI

*What does Coordinate mean - to lose*

~~The Parliamentarian may be appointed by the Chairperson.~~

Section VII-General Powers

Officers of the Board of Directors must have been General members in good standing of the Committee On Chicano Rights, Inc., for a minimum of one (1) year.

Section VIII-Number and Tenure

The number of members of the Board of Directors shall consist of five (5) corporation officers and two (2) members at large; in addition with every fifteen (15) new members, one Member At Large will be elected to the Board until the Board reaches a total of a maximum of eleven (11) directors. Each Board member shall hold office for one (1) year, from July 1, through June 30.

Section IX-Attendance

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Written notices shall be sent to inform member of said action.

*How many members to we officially have?*

Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

*Chairman has right to call a quorum at any time!*

Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

*Meeting*

ARTICLE V

FEEES, DUES AND ASSESSMENTS

*What about a very heavy membership order for the state?*

Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) do-lars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Dues shall be set by the Board of Directors and ratified by the General Assembly.

*Should be to be dropped & assessed to members.*

ARTICLE VI

Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the Gene-al Body for action, which is construed as detrimental to the good order of the Corporation.

Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

3/15/21  
EW

Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

What is due processes

ARTICLE VII

STANDING COMMITTEES

Section I

- |                       |   |          |                             |
|-----------------------|---|----------|-----------------------------|
| 1. Fundraising        | 5. Law and Justice                      | 6. Youth | <del>15. Election/CCR</del> |
| 2. Membership         | 6. Newspaper                            |          |                             |
| 3. Media/P.R.         | 7. Immigration                          |          |                             |
| 4. Education          | 8. Security                             |          |                             |
| <del>5. Finance</del> | 10. <del>Election/Voter Education</del> |          |                             |

Section II Membership

- a. Membership of Standing Committees shall not be limited as to number.
- b. Chairperson shall retain office for a period of one (1) year.
- c. Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- d. Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- e. All committee Chairpersons shall be responsible to the Board of Directors. - *Coordinated by UP 2*
- f. The Board of Directors shall have control over all committees.
- g. All committees shall be advisory to the Board of Directors.
- h. ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

BD \*  
GM \*

Section III Duties

- 1. Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.

Rep

BC

2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.

DAT

3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION, CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.

MARIN

4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.

?

5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.

JG

6. Law and Justice Committee shall research and keep all members informed of all issues. *to vague*

JP

7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.

H.B/DW

8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.

OMITTED

~~9. Election/ Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.~~

9

9. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.

10

10. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :

a. Mailing notices and procedures in April for elections to all eligible members.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

Section IV - AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

ARTICLE VIII

BOARD OF DIRECTORS

Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

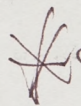
The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the un expired term of the predecessor in office.

Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a General member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.



*General members should certify this*

*THIS WAS NEVER done!!*

- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

*did this happen? - When was J.P. appointed to Chair*

*should be ratified by G.M.*

*election committee*

ARTICLE IX

Miscellaneous

*it seems that this should be simplified!!*

Section I Amending By-Laws

*any time @ a gen. meeting*

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

Section II Rules of order

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

ARTICLE X

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.





①. U.C. "Stipulations"

② RAT "Farm Club"

① - conservative  
~~② - Denver - go to Denver~~  
③ - Cornell - jumpy room  
④ -

---

③ BC - no questions

④ YIC - no "

⑤ AB.

The following is the official membership criteria for General, Active Associate, and Associate, members of the Committee on Chicano Rights.  
General Members.

1. Must be a workers ie organizing, planning, producing, etc.
2. Must have a "Chicano consciousness."
3. Must have a solid and reputable history of involvement in the Chicano Movement.
4. Must be an Active Associate Member for at least three months prior to consideration for General membership.
5. Must pass six month probation period, no vote.
6. Must pass Security Clearance.
7. Must pay twenty dollars dues annually.
- \*8. Must attend all CCR functions and events.
9. Active Associate members and veteran activists must either accept or decline General membership within two months after having been asked. If the response is delinquent of two months for whatever reason, he or she must be reviewed and reprocessed by the Board of Directors.

#### Active Associate Members

1. Must be active in any one of the standing committees of the CCR.
- \*2. Mandatory attendance at all monthly community meetings and fundraisers.
3. Must pay twenty dollars dues annually.

#### Associate Members

1. Are supporters and financial contributors.
  2. Minimum financial contribution is twenty dollars annually. Maximum is unlimited.
  3. Will receive periodic mailouts
- \* Excuses must be reported to the Vice Chairman prior to the event.

COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list.

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description.
- c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members maybe subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.
- f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after one year membership.
- g. Only general members in good standing shall have voting power.

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.

## ARTICLE II

### OFFICERS

#### Section I-Duties

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

#### Section II

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

#### Section III

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties of the Secretary.

## ARTICLE III

### STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

## ARTICLE IV

### MEETINGS

#### Section I

Regular meetings of the Board of Directors shall be held once a week.

#### Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

#### Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

#### Section IV

Community meetings may be called at the discretion of the Board of Directors.

#### Section V

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

#### Section VI-Notices

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

#### Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.

### Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

### Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

### Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

## ARTICLE V

### FEEs, DUES AND ASSESSMENTS

#### Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation: Dues shall be set by the Board of Directors and ratified by the General Assembly.

## ARTICLE VI

#### Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

#### Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE VII

STANDING COMMITTEES

Section I

- |                             |   |                             |
|-----------------------------|---|-----------------------------|
| 1. <del>Fundraising</del>   | 6. Law and Justice                      | <del>11. Election/CCR</del> |
| 2. Membership               | 7. Newspaper                            |                             |
| 3. Media/P.R.               | 8. Immigration                          |                             |
| 4. Education                | 9. Security                             |                             |
| 5. Finance <i>TR Region</i> | <del>10. Election/Voter Education</del> |                             |

Section II Membership

- a. Membership of Standing Committees shall not be limited as to number.
- b. Chairperson shall retain office for a period of one (1) year.
- c. Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- d. Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- e. All committee Chairpersons shall be responsible to the Board of Directors.
- f. The Board of Directors shall have control over all committees.
- g. All committees shall be advisory to the Board of Directors.
- h. ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

Section III Duties

1. Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

#### Section IV- AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

### ARTICLE VIII

#### BOARD OF DIRECTORS

##### Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

##### Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a General member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.



2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION , CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.
7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.
9. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
10. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.
11. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :
  - a. Mailing notices and procedures in April for elections to all eligible members.

- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

## ARTICLE IX

### Miscellaneous

#### Section I Amending By-Laws

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

#### Section II Rules of order.

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

## ARTICLE X

### CORPORATION AND/OR DISSOLUTION OF CORPORATION

#### Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

#### Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.

Upon the dissolution or winding up of the corporation, its assets, remaining after payment of, or provisions for payment, of all debts and liabilities of this corporation, shall be distributed to a nonprofit fund, foundation, or corporation which is organized and operated exclusively for educational or charitable purposes and which has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code. If this corporation holds any assets in trust, or a corporation is formed for charitable purposes, such assets shall be disposed of in such manner as may be directed by decree of the Superior Court of the County in which the corporation has its principal office, upon petition therefore by the Attorney General or by a person concerned in the liquidation, in a proceeding to which the Attorney General is a party.

IN WITNESS WHEREOF, the persons who are to act in the capacity of first directors of this corporation have hereunto set their hands this 9 day of August, 1978.

Herman Baca  
Betty Suarez  
Ralph Inzunza  
Miguel A Castro  
Carlos Vazquez

STATE OF CALIFORNIA )  
 ) ss  
 COUNTY OF SAN DIEGO )

On this 9 day of August, 1978 before me, the undersigned, a Notary Public, personally appeared HERMAN BACA, BETTY SUAREZ, RALPH INZUNZA, MIGUEL CASTRO AND CARLOS VAZQUEZ, known to me to be the persons whose names are subscribed to these Articles of Incorporation and knowledged to me that they executed them.

Alvaro V. Celaya  
 NOTARY PUBLIC  
 OFFICIAL SEAL  
 ALVARO V. CELAYA  
 NOTARY PUBLIC  
 PRINCIPAL OFFICE  
 SAN DIEGO CO. CALIF.  
 My Commission Exp. Oct. 15, 1978

*Howard*

BY LAWS  
ARTICLE I

*perhaps only if*  
\* What if a person was a Associate member for 5 months, mid decades that they want to be a general member. will that 5 months as a Assoc. member count toward ~~the~~ the probationary period of 6 months?

Section 1

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By Laws of this corporation.

General membership shall commence upon payment of <sup>yearly</sup> initiation <sup>Membership</sup> fee and ~~the first months~~ <sup>sub sect. A thru H below</sup> dues. At that time members' name shall be added to the membership list.

\* (a) All potential general members shall serve a six month probationary period.

*must have done* \* (b) All potential <sup>G.</sup> members shall submit a resume and committee job description. *(Resume will consist of application form \$20 payment)*

\* (c) <sup>G.</sup> ~~Active~~ membership is conditioned upon maintaining ~~dues~~ current and attending meetings. *be a working memb. of a Committee,*

\* (d) General members must declare membership in all other organizations. *no potential*

\* (e) ~~General~~ <sup>has in order org by gen memb or sub to approval</sup> members may hold office in other organizations ~~with the approval of~~ <sup>by</sup> the Board of Directors of the Committee On Chicano Rights, Inc.

\* (f) All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.

\* (g) Only general members in good standing shall have voting power.

~~(h) Active membership is conditioned upon maintaining active participation.~~

*AA*

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/or financial contributors or volunteers of the Committee On Chicano Rights Inc, at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

↑  
Frequency of meetings

Section III

VOLUNTARY WITHDRAWAL

*terminator*

are encouraged to attend meetings as frequently as possible.

General Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc. All dues shall stay in C.C.R. funds.

is membership - ship good enough. It does give inclusion

ARTICLE II

~~OFFICERS~~  
~~BOARD OF DIRECTORS~~

Section I - Duties of the Chairperson

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

Section II-Duties of the Vice-Chairperson

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

Section III-Duties of the Secretary

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the Corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties usually pertaining to the office of the Secretary.

Section IV-Duties of the Treasurer

The treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by

the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: The State of California Franchise Tax Board reports and United States Internal Revenue Service reports.

The Treasurer shall submit to the General Body a written financial statement every ~~four~~ <sup>Three</sup> (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

Section V-Duties of the Sergeant of Arms

- ✓ 1. Shall maintain order and security at all meetings and gatherings.
- ✓ 2. Shall coordinate all security.

Section VI-PARLIMENTARIAN

May be appointed by the Chairperson.

Section VII-GENERAL POWERS

~~Members~~ <sup>0 Officers</sup> of the Board of Directors must have been General members in good standing of the Committee On chicano Rights, Inc. for a minimum of one (1) year.

Section VIII-NUMBER AND TENURE

The number of members of the Board of Directors shall be a minimum of five <sup>5</sup> (5) and six <sup>6</sup> (6) ~~members at large~~; with every fifteen (15) additional members, one member at large will be elected, <sup>to the board re-elected the</sup> until a maximum of 11. Each <sup>person</sup> shall hold office for one (1) year, from July 1, through June 30.

Section IX-ATTENDANCE

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Notices will be sent to inform member of said action. <sup>written</sup> ~~to~~

ARTICLE III

STAFF

Section I-

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

~~Section II-DUTIES OF THE EXECUTIVE DIRECTOR~~

~~Section III-DUTIES OF THE EXECUTIVE SECRETARY.~~

ARTICLE IV

MEETINGS

Section I-BOARD OF DIRECTORS

Regular meetings of the Board of Directors shall be held once each week.

Section II-GENERAL MEMBERSHIP MEETINGS

~~\*~~ General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board; and all heads of Standing Committees.

Section III-ANNUAL MEETINGS

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary



*officers*  
*members*  
and for the election of ~~members~~ to the Board of Directors.

Section IV-COMMUNITY MEETINGS

Community meetings may be called at the discretion of the Board of Directors.

*WHAT is a community meeting?*

Section V- EMERGENCY MEETINGS

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

Section VI-NOTICE OF MEETINGS

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If any emergency is deemed present, a shorter notice may be necessary.

Section VII-NOTICE OF GENERAL MEETINGS

Written, printed and/ or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two (72) hours before the date of such meeting at or by the direction of the Chairperson, Secretary, or the officer or person(s) calling the meeting, unless the Chairperson and/ or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings to be held.

Section VIII-QUORUM *for Gen Meeting*

*A MAJ. of Gen mem shall const a Q*  
~~If~~ a Quorum is not present the Chairperson shall declare a Committee of the Whole. Business may thus be transacted. a Quorum of the Board of Directors shall be a simple majority.

*Section 9, Quorum of Board of Directors*  
*Simple majority*

ARTICLE V

FEES, ~~DUES~~ AND ASSESSMENTS

*elaborate on this*

Section I-

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation.

In-kind services shall be approved by the Board of Directors in lieu of the annual dues. Dues shall be set by the Board of Directors and ratified by the General assembly.

*Need to explain to new members*

ARTICLE VI

DEFAULT AND TERMINATION OF MEMBERSHIP

section I-DEFAULT OF DUES

When any member shall be in default in the payment of dues for a period of three (3) months, a notice of dues in arrears shall be sent by the membership Chairperson and if not payed within Thirty (30) days, membership Chairperson will resolve issue.

ARTICLE VII

Section I-MISCONDUCT

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

Section II-ACTIONS CONTRARY TO THE GOOD OF THE CORPORATION

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- (a) Unathorized absences from ~~three (3)~~ meetings of the Board of Directors or General Body meetings without justifiable cause.

(b) Misuse of Funds.

(c) Action construed as detrimental to the order of the Corporation.

Section III-NOTIFICATION OF DISCIPLINARY ACTION

Prior to any disciplinary action undertaken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action.

(a) Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE VIII ~~✱~~

STANDING COMMITTEES

Section I-Standing committees shall be:

- |                          |                                     |
|--------------------------|-------------------------------------|
| P. 1. <u>Fundraising</u> | 6. <u>Law and Justice</u>           |
| AB 2. <u>Membership</u>  | 7. <u>Newspaper</u>                 |
| AB 3. <u>Media/P.R.</u>  | 8. <u>Immigration</u>               |
| ? 4. <u>Education</u>    | 9. <u>Security</u>                  |
| RI 5. <u>Finance</u>     | 10. <u>Election/Voter Education</u> |

Section II-MEMBERSHIP OF STANDING COMMITTEES

(a) Membership of Standing Committees shall not be limited as to number.

~~✱~~ (b) Chairperson shall retain office for a period of one (1) year.

(c) Chairperson <sup>shall be</sup> ~~may~~ <sup>appointed</sup> may be removed by two-thirds (2/3) vote of the Board of Directors.

~~✱~~ (d) Committee Chairpersons shall submit a written report to the General Assembly at each meeting.

(e) All Committee Chairpersons shall be responsible to the Board of Directors.

(f) The Board of Directors shall have control over all committees.

(g) All Committees shall be advisory to the Board of Directors.

Section III-DUTIES OF STANDING COMMITTEES

All Standing Committees shall be under the Board of Directors.

1. Fundraising Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.
2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases/  
ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.  
(Need a Henry Como ~~etc.~~ Dr. \_\_\_\_\_)
6. Law and Justice Committee shall research and keep all members informed of all issues..

*✓ Sweetwater  
Need a Henry Como  
Mike  
SE*

*J.P.?*

~~DA~~

7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board of Directors shall have control over the entire content of the CCR Newspaper.

~~Handwritten scribble~~

8. Immigration Committee shall research and keep all members informed of Immigration laws and issues; maintain communication with other organizations involved in Immigration.

~~Handwritten scribble~~

7

Handwritten initials

9. Security Committee shall work with the Sgt-of-Arms and provide security at all CCR functions and will provide security for individuals and members at the discretion of the Board of Directors.

10. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.

11. CCR Election Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be:

(a) Mailing notices and procedures in April for elections to all eligible members.

(b) To screen and certify that all nominees are eligible for nomination.

(c) Certify all members eligible to vote.

(d) Make ballots and mail to all members by June 1,

- (e) Set time, place and date of election.
- (f) Count votes and inform members of election results.
- (g) Supervise election process to assure and certify that all elections are fair and honest.
- (h) Voting shall be by secret ballot and in person.
- (i) No proxy ballots shall be accepted.

Section IV-AD-HOC COMMITTEES

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc Committees shall be established for specific tasks.

ARTICLE IX

COMPOSTION, MANNER, OF ELECTION, APPOINTMENT AND TERM OF SERIVICE

Section I- COMPOSITION <sup>manner</sup> OF BOARD OF DIRECTORS

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms and Members-At-Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms and Members-At-Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

Section II-ELECTIONS

Elections shall be held in June; under the following rules:

- (a) Only General members in good standing shall be eligible for nomination.
- (b) A candidate must be a General member in good standing ~~and must have paid dues for eighteen (18) months; attend 75% of meetings during last twelve (12) months prior to time of nomination.~~
- (c) Board members at Large must be head of a committee; certified to be qualified for office; elected by plurality of General Assembly.
- (d) Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- (e) Announcement of elections shall be made in April at a General Assembly meeting.
- (f) Nominations shall be accepted during the first three (3) weeks in May.
- ~~(g) A list of eligible candidates shall be posted in CCR office by June 1.~~
- ~~(h) On election day the members shall elect 5 (5) officers and Members at Large.~~
- (i) These officers shall constitute the Board of Directors.
- (j) Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another Committee.
- (k) Vacancies shall be filled by the Board of Directors.
- (l) All nominees shall declare for one office.

ARTICLE X

MISCELLANEOUS

Section I-AMENDING BY-LAWS

The By Laws of this Corporation may be amended, repealed, or added to, or new By Laws shall be adopted by the vote of two-thirds (2/3) of the General Members entitled to vote and present at a duly constituted General Body meeting.

Section II-RULES OF ORDER

Unless otherwise stipulated in these By Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rules of Order.

ARTICLE XI

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section I-MANAGEMENT OF CORPORATION PROPERTY

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

Section II-DISSOLUTION OF CORPORATION

This Corporation, The Committee On Chicano rights, Inc, may be dissolved by the vote of two thirds (2/3) of its active General Members at a duly constituted annual meeting.

(a) In the Event of dissolution, the property of the Corporation shall be distributed as follows:

1. All debts of the Corporation shall be paid in full.
2. Any amounts of real or personal property remaining after all debts have been paid shall be distributed according to the Corporation Laws of the State of California.



COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list.

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description.
- c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members maybe subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.
- f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- g. Only general members in good standing shall have voting power.

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.

## ARTICLE II

### OFFICERS

#### Section I-Duties

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

#### Section II

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

#### Section III

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties of the Secretary.

## ARTICLE III

### STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

## ARTICLE IV

### MEETINGS

#### Section I

Regular meetings of the Board of Directors shall be held once a week.

#### Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

#### Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

#### Section IV

Community meetings may be called at the discretion of the Board of Directors.

#### Section V

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

#### Section VI-Notices

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

#### Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.

#### Section IV

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary, or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: the State of California Franchise Tax Board reports and United States Internal Revenue reports.

The Treasurer shall submit to the General Body a written financial statement every three (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

#### Section V

The Sergeant of Arms shall maintain order and security at all meetings and gatherings. He/She shall coordinate all security.

#### Section VI

The Parliamentarian may be appointed by the Chairperson.

#### Section VII-General Powers

Officers of the Board of Directors must have been General members in good standing of the Committee On Chicano Rights, Inc., for a minimum of one (1) year.

#### Section VIII-Number and Tenure

The number of members of the Board of Directors shall consist of five (5) corporation officers and two (2) members at large; in addition with every fifteen (15) new members, one Member At Large will be elected to the Board until the Board reaches a total of a maximum of eleven (11) directors. Each Board member shall hold office for one (1) year, from July 1, through June 30.

#### Section IX-Attendance

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Written notices shall be sent to inform member of said action.

### Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

### Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

### Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

## ARTICLE V

### FEEES, DUES AND ASSESSMENTS

#### Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) do-lars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Dues shall be set by the Board of Directors and ratified by the General Assembly.

## ARTICLE VI

#### Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the Gene-al Body for action, which is construed as detrimental to the good order of the Corporation.

#### Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

### Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

## ARTICLE VII

### STANDING COMMITTEES

#### Section I

- |                |                              |                  |
|----------------|------------------------------|------------------|
| 1. Fundraising | 6. Law and Justice           | 11. Election/CCR |
| 2. Membership  | 7. Newspaper                 |                  |
| 3. Media/P.R.  | 8. Immigration               |                  |
| 4. Education   | 9. Security                  |                  |
| 5. Finance     | 10. Election/Voter Education |                  |

#### Section II Membership

- a. Membership of Standing Committees shall not be limited as to number.
- b. Chairperson shall retain office for a period of one (1) year.
- c. Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- d. Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- e. All committee Chairpersons shall be responsible to the Board of Directors.
- f. The Board of Directors shall have control over all committees.
- g. All committees shall be advisory to the Board of Directors.
- h. ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

#### Section III Duties

1. Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.

2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION, CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.
7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.
9. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
10. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.
11. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :
  - a. Mailing notices and procedures in April for elections to all eligible members.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

#### Section IV- AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

### ARTICLE VIII

#### BOARD OF DIRECTORS

##### Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

##### Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a General member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.



- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

## ARTICLE IX

### Miscellaneous

#### Section I Amending By-Laws

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

#### Section II Rules of order

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

## ARTICLE X

### CORPORATION AND/OR DISSOLUTION OF CORPORATION

#### Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

#### Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.

Upon the dissolution or winding up of the corporation, its assets, remaining after payment of, or provisions for payment, of all debts and liabilities of this corporation, shall be distributed to a nonprofit fund, foundation, or corporation which is organized and operated exclusively for educational or charitable purposes and which has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code. If this corporation holds any assets in trust, or a corporation is formed for charitable purposes, such assets shall be disposed of in such manner as may be directed by decree of the Superior Court of the County in which the corporation has its principal office, upon petition therefore by the Attorney General or by a person concerned in the liquidation, in a proceeding to which the Attorney General is a party.

IN WITNESS WHEREOF, the persons who are to act in the capacity of first directors of this corporation have hereunto set their hands this 9 day of August, 1978.

Herman Baca  
Betty Suarez  
Ralph Inzunza  
Miguel A. Castro  
Carlos Vazquez

STATE OF CALIFORNIA )  
 ) ss  
 COUNTY OF SAN DIEGO )

On this 9 day of August, 1978 before me, the undersigned, a Notary Public, personally appeared HERMAN BACA, BETTY SUAREZ, RALPH INZUNZA, MIGUEL CASTRO AND CARLOS VAZQUEZ, known to me to be the persons whose names are subscribed to these Articles of Incorporation and knowledged to me that they executed them.

Alvaro V. Celaya  
 NOTARY PUBLIC  
 OFFICIAL SEAL  
 ALVARO V. CELAYA  
 NOTARY PUBLIC  
 PRINCIPAL OFFICE  
 SAN DIEGO CO. CALIF.  
 My Commission Exp. Oct. 15, 1978

COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list. *Must be approved by the board of directors and ratified by the G.M.*

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description. *= the application both for ~~general membership & associate membership.~~*
- \* c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members may be subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.
- f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- g. Only general members in good standing shall have voting power.

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.

## ARTICLE II

### OFFICERS

#### Section I-Duties

1. ~~The Chairperson~~ shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

#### Section II

1. ~~The Vice-Chairperson~~ shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

#### Section III

1. ~~The Secretary~~ shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties of the Secretary.

## ARTICLE III

### STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

## ARTICLE IV

### MEETINGS

#### Section I

Regular meetings of the Board of Directors shall be held once a week.

#### Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

#### Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

#### Section IV

Community meetings may be called at the discretion of the Board of Directors.

#### Section V

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

#### Section VI-Notices

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

#### Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.

#### Section IV

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary, or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: the State of California Franchise Tax Board reports and United States Internal Revenue reports.

The Treasurer shall submit to the General Body a written financial statement every three (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

#### Section V

The Sergeant of Arms shall maintain order and security at all meetings and gatherings. He/She shall coordinate all security.

#### Section VI

The Parliamentarian may be appointed by the Chairperson.

#### Section VII-General Powers

Officers of the Board of Directors must have been General members in good standing of the Committee On Chicano Rights, Inc., for a minimum of one (1) year.

#### Section VIII-Number and Tenure

The number of members of the Board of Directors shall consist of five (5) corporation officers and two (2) members at large; in addition with every fifteen (15) new members, one Member At Large will be elected to the Board until the Board reaches a total of a maximum of eleven (11) directors. Each Board member shall hold office for one (1) year, from July 1, through June 30.

#### Section IX-Attendance

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Written notices shall be sent to inform member of said action.

### Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

### Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

### Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

## ARTICLE V

### FEES, DUES AND ASSESSMENTS

#### Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. ~~Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Dues shall be set by the Board of Directors and ratified by the General Assembly.~~

## ARTICLE VI

#### Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

#### Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE VII

STANDING COMMITTEES

Section I

- |                               |  |                   |
|-------------------------------|--|-------------------|
| -1. Fundraising <i>RI (P)</i> | 6. Law and Justice                     | *11. Election/CCR |
| 2. Membership <i>HA</i>       | 7. Newspaper <i>HA</i>                 |                   |
| 3. Media/P.R.-                | 8. Immigration <i>CV</i>               |                   |
| -4. Education <i>MC</i>       | -9. Security <i>CV</i>                 |                   |
| -5. Finance <i>RS(R)</i>      | 10. Election/Voter Education <i>JA</i> |                   |

Section II Membership

- a. Membership of Standing Committees shall not be limited as to number.
- b. Chairperson shall retain office for a period of one (1) year.
- c. Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- d. Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- e. All committee Chairpersons shall be responsible to the Board of Directors.
- f. The Board of Directors shall have control over all committees.
- g. All committees shall be advisory to the Board of Directors.
- h. ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

Section III Duties

1. Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.



2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION , CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.
7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.
9. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
10. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.
11. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :
  - a. Mailing notices and procedures in April for elections to all eligible members.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

#### Section IV- AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

### ARTICLE VIII

#### BOARD OF DIRECTORS

##### Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the un expired term of the predecessor in office.

##### Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a Gneral member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.

- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

## ARTICLE IX

### Miscellaneous

#### Section I Amending By-Laws

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

#### Section II Rules of order

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

## ARTICLE X

### CORPORATION AND/OR DISSOLUTION OF CORPORATION

#### Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

#### Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.



Howie

BY LAWS

ARTICLE I

Section 1

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By Laws of this association.

GENERAL MEMBERS shall attend meetings; pay dues; be working members of a standing committee; are eligible for office after one (1) year membership, with ~~trial period of six (6) months.~~ Only General Members shall have voting power. (prox vote ll)

ASSOCIATE MEMBERS shall be supporters and/or financial contributors, or workers of the Committee On Chicano Rights, Inc. Associate members shall not have voting rights.

Membership shall commence upon payment of initiation fee and the first months dues. At that time members' name shall be added to the membership list.

Active members are entitled to one (1) vote on each matter submitted to a vote of the general membership. (prox vote ok?)

① Active membership is conditioned upon maintaining dues current.

② All potential members shall submit a resume and committee job description.

③ Members must declare membership in all other organizations.

④ Members may hold office in other organizations, but priority must be to the Committee On Chicano Rights, Inc.

Section 3

AFFILIATE MEMBER ORGANIZATIONS may be established by two-thirds (2/3) vote of the Board of Directors and ratified by the General Assembly.

STUDENT SUPPORT GROUPS may be established by two-thirds (2/3) vote of the Board of Directors and ratified by the General Assembly.

Consistent

①

COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

- (1) Reading of Minutes
- (2) Treasurer's Report
- (3) Committee Reports
- (4) Accountability Report
- (5) Expenditures
- (6) Correspondence
- (7) Personnel Matters
- (8) Old Dues
- (9) New Dues

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list.

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description.
- c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members maybe subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.
- f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- g. Only general members in good standing shall have voting power.

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.

## ARTICLE II

### OFFICERS

#### Section I-Duties

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

#### Section II

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

#### Section III

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties of the Secretary.

## STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

## ARTICLE IV

## MEETINGS

Section I

Regular meetings of the Board of Directors shall be held once a week.

Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

Section IV

Community meetings may be called at the discretion of the Board of Directors.

Section V

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

Section VI-Notices

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.



#### Section IV

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary, or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: the State of California Franchise Tax Board reports and United States Internal Revenue reports.

The Treasurer shall submit to the General Body a written financial statement every three (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

#### Section V

The Sergeant of Arms shall maintain order and security at all meetings and gatherings. He/She shall coordinate all security.

#### Section VI

The Parliamentarian may be appointed by the Chairperson.

#### Section VII-General Powers

Officers of the Board of Directors must have been General members in good standing of the Committee On Chicano Rights, Inc., for a minimum of one (1) year.

#### Section VIII-Number and Tenure

The number of members of the Board of Directors shall consist of five (5) corporation officers and two (2) members at large; in addition with every fifteen (15) new members, one Member At Large will be elected to the Board until the Board reaches a total of a maximum of eleven (11) directors. Each Board member shall hold office for one (1) year, from July 1, through June 30.

#### Section IX-Attendance

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Written notices shall be sent to inform member of said action.

### Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

### Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

### Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

## ARTICLE V

### FEES, DUES AND ASSESSMENTS

#### Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Dues shall be set by the Board of Directors and ratified by the General Assembly.

## ARTICLE VI

#### Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

#### Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

### Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

## ARTICLE VII

### STANDING COMMITTEES

#### Section I

- |                |   |                    |
|----------------|---|--------------------|
| 1. Fundraising | 6. Law and Justice                      | 10. Election/CCR   |
| 2. Membership  | 7. Newspaper                            | 11. Community Org. |
| 3. Media/P.R.  | 8. Immigration                          |                    |
| 4. Education   | 9. Security                             |                    |
| 5. Finance     | <del>10. Election/Voter Education</del> |                    |

#### Section II Membership

- Membership of Standing Committees shall not be limited as to number.
- Chairperson shall retain office for a period of one (1) year.
- Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- All committee Chairpersons shall be responsible to the Board of Directors.
- The Board of Directors shall have control over all committees.
- All committees shall be advisory to the Board of Directors.
- ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

#### Section III Duties

- Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.

2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION , CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.
7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.
9. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
10. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.
11. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :
  - a. Mailing notices and procedures in April for elections to all eligible members.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

#### Section IV- AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

### ARTICLE VIII

#### BOARD OF DIRECTORS

##### Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

##### Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a General member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.

- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

## ARTICLE IX

### Miscellaneous

#### Section I Amending By-Laws

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

#### Section II Rules of order

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

## ARTICLE X

### CORPORATION AND/OR DISSOLUTION OF CORPORATION

#### Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

#### Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.

Upon the dissolution or winding up of the corporation, its assets, remaining after payment of, or provisions for payment, of all debts and liabilities of this corporation, shall be distributed to a nonprofit fund, foundation, or corporation which is organized and operated exclusively for educational or charitable purposes and which has established its tax exempt status under Section 501 (c) (3) of the Internal Revenue Code. If this corporation holds any assets in trust, or a corporation is formed for charitable purposes, such assets shall be disposed of in such manner as may be directed by decree of the Superior Court of the County in which the corporation has its principal office, upon petition therefore by the Attorney General or by a person concerned in the liquidation, in a proceeding to which the Attorney General is a party.

IN WITNESS WHEREOF, the persons who are to act in the capacity of first directors of this corporation have hereunto set their hands this 9 day of August, 1978.

Herman Baca  
Betty Suarez  
Ralph Inzunza  
Miguel A. Castro  
Carlos Vazquez

STATE OF CALIFORNIA )  
                                  ) ss  
COUNTY OF SAN DIEGO )

On this 9 day of August, 1978 before me, the undersigned, a Notary Public, personally appeared HERMAN BACA, BETTY SUAREZ, RALPH INZUNZA, MIGUEL CASTRO AND CARLOS VAZQUEZ, known to me to be the persons whose names are subscribed to these Articles of Incorporation and knowledged to me that they executed them.

Alvaro V. Celaya  
NOTARY PUBLIC  
OFFICIAL SEAL  
ALVARO V. CELAYA  
NOTARY PUBLIC  
PRINCIPAL OFFICE  
SAN DIEGO CO. CALIF.  
My Commission Exp. Oct. 15, 1978

COMMITTEE ON CHICANO RIGHTS, INC.  
COUNTY OF SAN DIEGO, CALIFORNIA

BY-LAWS

ARTICLE I

Section I

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this corporation.

General membership shall commence upon payment of yearly membership fee and satisfying the requirements set forth in Sub-Section A through H below. At that time member's name shall be added to the membership list.

- a. All potential general members shall serve a six month probationary period.
- b. All potential general members shall submit a resume and committee job description.
- c. General membership is conditioned upon maintaining dues current, attend meetings and be a working member of a standing committee.
- d. General members must declare membership in all other organizations.
- e. Membership in other organizations by general members maybe subject to approval by the Board of Directors of the Committee On Chicano Rights, Inc.
- f. All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- g. Only general members in good standing shall have voting power.

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/ or financial contributors or volunteers of the Committee On Chicano Rights Inc., at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY TERMINATION

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc., All dues shall stay in CCR funds.



## ARTICLE II

### OFFICERS

#### Section I-Duties

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

#### Section II

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

#### Section III

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties of the Secretary.

#### Section IV

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary, or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: the State of California Franchise Tax Board reports and United States Internal Revenue reports.

The Treasurer shall submit to the General Body a written financial statement every three (3) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

#### Section V

The Sergeant of Arms shall maintain order and security at all meetings and gatherings. He/She shall coordinate all security.

#### Section VI

The Parliamentarian may be appointed by the Chairperson.

#### Section VII-General Powers

Officers of the Board of Directors must have been General members in good standing of the Committee On Chicano Rights, Inc., for a minimum of one (1) year.

#### Section VIII-Number and Tenure

The number of members of the Board of Directors shall consist of five (5) corporation officers and two (2) members at large; in addition with every fifteen (15) new members, one Member At Large will be elected to the Board until the Board reaches a total of a maximum of eleven (11) directors. Each Board member shall hold office for one (1) year, from July 1, through June 30.

#### Section IX-Attendance

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Written notices shall be sent to inform member of said action.

## ARTICLE III

### STAFF

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

## ARTICLE IV

### MEETINGS

#### Section I

Regular meetings of the Board of Directors shall be held once a week.

#### Section II

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board and all heads of Standing Committees.

#### Section III

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of officers and members at large to the Board of Directors.

#### Section IV

Community meetings may be called at the discretion of the Board of Directors.

#### Section V

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

#### Section VI-Notices

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

#### Section VII-General Meetings

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two hours (72) before the date of such meeting at or by the direction of the Chairperson and/or the officer or person (s) calling the meeting, unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings.

### Section VIII-Quorum

A majority of general membership shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the Board of Directors.

### Section-IX

A majority of the Board of Directors shall constitute a quorum. If a quorum is not present, the Chairperson shall declare a Committee of the Whole. Business may thus be transacted, pending approval of the General Body.

### Section-X GENERAL MEMBERSHIP ATTENDANCE

General members shall not miss more than three (3) General membership monthly meetings, unless excused by the Board of Directors.

## ARTICLE V

### FEEs, DUES AND ASSESSMENTS

#### Section-I

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Dues shall be set by the Board of Directors and ratified by the General Assembly.

## ARTICLE VI

#### Section-I Misconduct

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

#### Section-II

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- a. Unauthorized absences from meetings of the Board of Directors or General Body meetings without justifiable cause.
- b. Misuse of funds.
- c. Action construed as detrimental to the order of the Corporation.

3/8/74  
C.V.

Section III Notice of Action

Prior to any disciplinary action taken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action. Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE VII

STANDING COMMITTEES

Section I

- |                |   |                  |
|----------------|---|------------------|
| 1. Fundraising | 6. Law and Justice                      | 11. Election/CCR |
| 2. Membership  | 7. Newspaper                            |                  |
| 3. Media/P.R.  | 8. Immigration                          |                  |
| 4. Education   | 9. Security                             |                  |
| 5. Finance     | 10. <del>Election Voter Education</del> |                  |

Section II Membership

- a. Membership of Standing Committees shall not be limited as to number.
- b. Chairperson shall retain office for a period of one (1) year.
- c. Chairperson shall be appointed and removed by two-thirds (2/3) vote of the Board of Directors.
- d. Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- e. All committee Chairpersons shall be responsible to the Board of Directors.
- f. The Board of Directors shall have control over all committees.
- g. All committees shall be advisory to the Board of Directors.
- h. ALL STANDING COMMITTEES SHALL BE UNDER THE BOARD OF DIRECTORS.

Section III Duties

- 1. Fundraiser Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.

2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with the mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases. ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION , CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.
7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall be responsible for research and keep members informed of Immigration laws and issues; maintain communication with other organizations involved in immigration.

*omitted* ~~9. Election/ Voter Education Committee shall coordinate all voter registration drives, keep all members fully informed of candidates and issues, shall also analyze election results.~~

*9* 10. Security Committee shall work with the Sergeant of Arms and provide security at all CCR functions and will provide security for individuals and member at the discretion of the Board of Directors.

*10* 11. CCR Elections Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be :

- a. Mailing notices and procedures in April for elections to all eligible members.

- b. To screen and certify that all nominees are eligible for nomination.
- c. Certify all members eligible to vote.
- d. Make ballots and mail to all members by June 1.
- e. Set time, place and date of election.
- f. Count votes and inform members of election results.
- g. Supervise election process to assure and certify that all elections are fair and honest.
- h. Voting shall be by secret ballot and in person.
- i. No proxy ballots shall be accepted.

#### Section IV- AD-HOC Committees

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc committees may be established for specific tasks.

### ARTICLE VIII

#### BOARD OF DIRECTORS

##### Section I Composition

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms; and Members at Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms; and Members at Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the un expired term of the predecessor in office.

##### Section II Elections

Elections shall be held in June; under the following rules:

- a. Only general members in good standing shall be eligible for nomination.
- b. A candidate must be a General member in good standing.
- c. Board members at Large must be the head of a committee; certified to be qualified for office; elected by plurality of General assembly.

- d. Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- e. Announcement of elections shall be made in April at a General Assembly meeting.
- f. Nominations shall be accepted during the first three (3) weeks in May.
- g. A list of eligible candidates shall be posted in CCR office by June 1.
- h. Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another committee.
- i. Vacancies shall be filled by the Board of Directors.
- j. All nominees shall declare for only one office.

## ARTICLE IX

### Miscellaneous

#### Section I Amending By-Laws

The By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws shall be adopted by the vote of 2/3 majority of the General members entitled to vote and present at a duly constituted General Body meeting.

#### Section II Rules of order

Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rule of order.

## ARTICLE X

### CORPORATION AND/OR DISSOLUTION OF CORPORATION

#### Section I Management of Corporation property

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

#### Section II Dedication and Dissolution

This organization is not organized, nor shall it be operated, for pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof and is organized solely for non-profit purposes.

The property of this corporation is irrevocably dedicated to charitable and educational purposes and no part of the net income or assets of this organization shall ever inure to the benefits of any director, officer, or member thereof or to benefit of any private individual.





The Committee on Chicano Rights  
The Summer Retreat, July 21-22, 1979, Califas

I. History.....Who are we.....Where are we.....

1968-MAPA organized (Herman, Charlie and Howard are past members). MAPA, a statewide organization, attempts to educate and politicize the Chicano community. MAPA's methods are voter registration, running candidates, i.e. involvement in electoral candidates.

The San Diego based MAPA runs the following candidates:  
Ernie Ozochar (69), Sweetwater Trustee seat  
Peter CHacon (70), State Assembly seat  
Ben Moreno (70) Southwestern Junior College seat  
Jesse Ramirez (72), National City Mayor seat

Mapa also endorses:

Duffy-Sheriff Race

Miller-District Attorney race

=Trade-Off: Two Mexican-American positions-

George walker Smith-School  
Micheal Walsh-U.S. Attorney  
Ricardo Romo-Governor  
Julian Nava-Super. of Schools  
Leon Williams-City Councilman

Climate: The late sixties is a period of little Chicano involvement. It's considered a novelty when CHicano's run for office. The Chicano community has little political experience and is just developing organizing skills. Main organizing is done around the HUELGA-UFW movement.

1969- The Chicano movement sees one of the first community-based Chicano protests with the "YA BASTA" march on Dia De La Madres, sponsored by MAPA. At that time Herman Baca was chairman of the organization and MAPA was represented by a delegate to the Chicano Federation.

Post- 1970-Traditional party electoral politics begins to be seen as manipulative and not resulting in responsiveness to the Chicano Community needs. "Trade-Off" liasons to the Sheriff and D.A. turn around to become establishment mouth pieces.

State MAPA backs the traditional parties. membership is predominately older college students with service experience and families. Organizational activities generally come out of the campus. MAPA members going to college are also members of MECHA Central. Building a link between the community and student community.

MAPA and other Chicano activists show strong empathy to the Black movement and increasing community awareness. Services to the Chicano Community are demonstrated for. The San Diego Chicano Federation is conceptualized. Chicano activists see that the game of influencing politicians isn't making it. Chicanos need to organize their own community and create their self-destinies

Southwest caucuses of Chicano activists result in the conceptualization of a "La Raza Unida Party (RUP). JOse Angel Gutierrez actualizes the concept in Crystal City, Texas. A southwest-wide united front effort never concretely results.

1970- San Diego establishes an organizing committee for RUP while maintaining the MAPA office.

Concepts behind RUP:

Alternatives to President Johnson's established Mexican-American politicians.

Corky Gonzalez-use it to politicize and educate.

Jose Angel Gutierrez- use it to take political office.

RUP disintegrates at a national level. Local efforts to register 10,000 do not succeed.

1971- Bert Corona-long time labor organizer, plants a seed.

Corona focusing on the immigration issue through organizing of CASA, (CENTRO ACCION SOCIAL AUTONIMO).

Mario Cantu, Texas, is also involved and is editor of

"Sin Fronteras". Corona plays an influential role in

Chicano politics through his involvement in MAPA, RUP and CASA (Abe Tapia and Senor Amador are also involved). Abe Tapia at one time was President of MAPA, Amador was one of the leaders in MAPA Los Angeles Area.

Corona introduces the immigration concept to Herman and the RUP-MAPA volunteers. Herman and Charlie create a San Diego based organization called CASA JUSTICIA. Casa Justicia provides services to undocumented workers for approximately five years. Casa Justicia and RUP and MAPA all in one fight DUFFY memorandum (71-72) ordering taxi-drivers to help identify and apprehend "illegals".

Meanwhile, community-based organizations are becoming coopted. (Maac, Federation, Padre Hidalgo, etc.) The immigration issue proves to be a major test of funded organizations commitment, many won't take a position on the Duffy Memorandum. Herman and Charlie form the AD-Hoc Committee On Chicano Rights in order to bring these organizations together and articulate issues of the Chicano Community. The Ad-Hoc Committee attempts to bring about unity and strength on issues cutting across the entire Chicano Community. Some of the involved organizations take some time to join, but slowly they come to be part of the coalition:

CASA JUSTICIA, MAPA, RUP, MECHA, G.I. FORUM, SSPA, CHICANO FEDERATION.  
CHICANO PARK STEERING COMMITTEE, PADRE HIDALGO, SPANISH SPEAKING POLITICAL ASSOCIATION, UNITED CALIFORNIA MEXICAN-AMERICAN ASSOCIATION, N.I.A. BLACK FEDERATION

Some major initiatives of the AD-Hoc Committee are:

Duffy Memorandum

Jail picket (400-500 protestors)

Dixon-Arnett Bill-L.A. 10,000 protestors

Rodino Bill-help stopped introduction

Late in 1971, among Chicano activists, the immigration issue is thought to be a no-win situation. A right-wing mentality among

Chicano allows the undocumented to be seen as job-thieves and swelling the welfare lines. Intense education and consciousness raising has to be done to begin changing this mentality. Albert Garcia, working at the border, brings down Congressional hearings against the U.S. Customs Service. Thousands of cases were presented (mainly women who had been searched, by men) and testimony was given by victims of the searches. The hearings result in hiring some Chicano Customs officers, women and matrons. Also included were several promotions for already service Chicano officers.

1972- The Duffy Memorandum is rescinded. San Diego Police Chief Hoobler issues a similar memorandum and the Committee is once again in action. Nick Inzunza leads the "Fire Hoobler" "Ya Basta" effort against the order (Nick gets busted)/ Mayor Wilson says the situation "creates a bummer." Wilson calls a meeting, 200 decide to boycott. Wilson sends an ultimatum to Louie Natividad (then Director Chicano Federation). The ultimatum outlines "stop working with Herman Baca or lose the Federation's dollar a year lease". Wilson's ultimatum makes clear a beginning split between activist groups and funded agencies.

The Ad Hoc Committee fights the Rodino Bill. Border Patrolmen Richard Cock rapes a Mexican woman (Lopez). Local authorities disclaim jurisdiction, so do Federal offices. Daniel Magana's erupts in Fallbrook. Two Border Patrolmen bust into Magana's house, he runs away and lags down Sheriff. They take him back and, with Border Patrolmen, beat Magana up. Later Bernie Gallardo refuses to become a police informant, two weeks later he's fatally shot.

In 1972 Herman and Charlie pull out of MAPA. MAPA members are developing careers as "professionals" and losing their grassroots identity. 1972's MAPA state convention in Los Angeles proves to be unproductive. Herman and Charlie concentrate their energies into RUP, CASA and the Committee. RUP is up and down. Casa Justicia is healthy. The Ad Hoc Committee is active.

1973- Key issues are immigration, police brutality, and zoning. the police attempt to infiltrate the Committee with Herman Iglesia, the plant blows his own cover. Hoobler admits the attempted infiltration. CasaJusticia membership grows through UCSD and SDSC students involvement. Committee fights an attempt to rezone Otay as a commercial and industrial district. In Casa the Rodriguez brothers (L.A.) dominate a major break.

1975- on October 12, 1975, Tato Rivera is fatally shot by patrolmen Short of National City. 300 people meet and demands are made. On October 29, 1975, 2,000 people march on the Administration of National City. The Ad Hoc Committee security policies begin and confrontation with left opportunists. Ad Hoc community purpose and direction grows as recall against the National City Council is started. Ralph Inzunza has become involved. Concept of regular involvement and giving up personal time and luxuries is established. A network is being developed. Herman, Charlie and Ralph are doing most of the work, Ad Hoc members organization generally only come for decision-making and to be highlighted.

MAAC Project pulls out of the committee. A split grows between activists and "poverty-pimp agencies". A seed for a Committee on Chicano Rights is planted.

Some pluses are: Committee membership increases; community endorses leadership; people politicized and educated; media recognizes Committee; Newsletter started/Media expertise developed; request for membership organization and fundraising starts.

The History is in the makings from MAPA to RUP, CASA and AHC.

1976- The Committee works on Proposition 14 campaign. Immigration activities continue. The Committee drafts its initial set of by-laws. The coalition is dissolved and an independent organization is started.

1977- The Committee On Chicano Rights is established, by-laws are drafted. A southwest conference on immigration is called for. San Bernardino conference seen as a build-up for San Antonio conference. The San Bernardino meeting becomes a counter to the upcoming conference, when it becomes apparent that the Texas session is SWP coopted.

In September of 1977, a declaration is made against the SWP. The month before, in August, a decision is made to create a national movement against the Carter Immigration Plan. In October David Duke announces that the KKK will patrol the border. This emotional issue leads to a San Ysidro border march. 3,000 people protest along the International Border. CCR's first Newsletter comes out. Membership increases and some national recognition is gained. Contacts increase and some major tours occur. During 1977 the Sweetwater issue is taken on by CCR and the Sweetwater Coalition is formed.

1978- The Newsletter evolves into El Tiempo Chicano, a newspaper fundraising becomes intensified. Mike Castro and David Avalos become fulltime staff, later these positions go and some burnout occurs. CCR becomes involved in the Jess Haro issue. A positive outcome is the Community Convention. Anti-Carter Plan efforts continue, slowdown after the plan is seen to be in trouble in Congress. Locally CCR sees a Chicano right developing and merging with the powers that be. Howard sparks a CCR membership drive.

1979- The increased militarization of the border and proposed construction of a fence along the international border focuses more attention on the immigration issue, Border violence escalates. Two baby children die at the San Ysidro Border crossing. Shootings increase, two handcuffed men are shot resulting in a death of one of them. On February 11, 1979 a San Ysidro National protest march occurs and more than 3,000 participate. Media coverage increases both positive and negative. CCR participates in a locally-made video-tape on the immigration issue (channel 39). Oil is discovered in Mexico and leads to new developments in U.S.-Mexican relations. Fallout occurs on Chicanos, this is exemplified by the Olmos case. George Olmo, shot in the head, is denied medical attention by University hospital. The reason cited is that Olmos might be an indigent illegal alien, later it is discovered that Olmos was born at University Hospital. San Diego County's Grand Jury conducts two studies which result in attacks on the Chicano Federation and Bilingual education.

Construction on the Fence begins with some difficulty.  
CCR's proposal is funded. Cases are documented and Herman  
Charlie and Rafael Arreola visit Washington D.C..  
Fall hearings are promised, CCR begins concrete step for developing  
direction and future planning.

## CCR WEAKNESSES AND NEEDS

### Weaknesses

no well-defined goals  
leadership skills  
unclarified purpose  
membership role  
decision making and  
chain of command  
shop not controllable as CCR office  
lack of space  
Herman spread too thin  
media over emphasized  
out of touch with community  
lack of family involvement  
decision making limited  
cliquish set-up  
image as "personality cult"  
shop closed evenings  
lack of communication  
lack of discipline  
things don't get done on time  
morale  
not enough associate members  
not following bylaws and committee  
structure  
delegation of authority by Herman  
forgetting our allies  
"Pig" reputation  
no unifying goal  
lack of consistency  
don't know where we're at  
politically  
finances  
lack of follow-through

### NEEDS

defined goals  
leadership training/building  
Unity of purpose  
allegiance and accountability  
CCR building  
emphasis on: flexibility  
honesty  
understanding  
work/sacrifice  
systematized involvement  
full time staff  
family involvement  
community support-base  
priority setting  
sharing talent/expertize  
youth involvement  
game plan for 10,15,30 years  
  
honesty on what we can  
really do  
fulfilled commitment on  
bringing in associate members  
adhere to and when necessary  
update by-laws and committee  
structure  
consistent communication  
locally, state wide and  
nationally  
clarification of business  
relationship  
resolution of how we're  
going to work together  
clear up what kind of organ-  
ization do we want to be  
develop better relations  
stronger alliance with  
third world groups who have  
proven themselves  
need for an economic base  
insurance of follow through

## Potential Goals/Objectives for CCR

School/credit union/Coop/Economic development

own political party (RUP concept)

an organization that (1) contributes to the creation of those policies insuring equitable civil rights for people of Mexican descent, (2) for and humane resolution of the border issue and (3) articulates the positions of the Chicano community and mobilizes for the addressment of Chicano needs;

Nationalism/Aztlán

A community-based organization that politicizes and educates the Chicano community, helps provide for cultural identification and trains organizers (note: security must be tighter)

research component

nonpartisan political organization

vanguard organization

nationalism through self-determination.... 1 year

campaign on issues

organizing for and insuring the equitable civil rights of Chicano Mexicanos through community based self determination, education, and the development of grassroots political power.

### Various definitions of self-determination

control our destiny

love of our people

land address our own background

common history, language

chicano rights sovereignty-a chicano nation

chicano community speaking for itself-chicano power

land ownership and historical claims to

keeping our self identity, language and culture

## Survival Rules.....CCR

1. avoid political confrontation whenever possible, or unless otherwise instructed
2. don't be fooled, maintain political/organizational awareness
3. in personal relationship, play it by ear

### Policy:

- a. maintain status quo CCR position within business relationship regardless of personally positive or negative feelings
- b. remember that in carrying out CCR business expedient relationship must be established with individuals/groups having diverse political orientations.

### Membership issues

1. members not recruiting
2. no new recruits over past 3,4 months
3. lack of help or volunteer
4. question on who we recruit:
  - a. associate members
  - b. general members
5. potential member must:
  - a. have good vibes-fit into group work and meetings
  - b. volunteer time
  - c. have exhibited complimenting or neutral politics
  - d. be favorable people

### Policy:

that associate members agree with the goals and objectives of the CCR

### Issues to be ironed out

1. grant, staff, funds
2. building
3. chain of command
4. campaign
5. allegiance
  1. roles with enemies (maintain CCR policy on relationship\_
  2. other organizations (see policy directly below)
6. policy position;
7. bad mouthing CCR, actions to those who do.

Policy" CCR members must reaffirm and make as first priority their allegiance to the committee.

### Critique of CCR charge

-created better understanding of members  
more time  
good start  
caused growth of organization  
good resolutions  
some going round in circles  
image of organization  
position of nationalism established  
by-laws should have been discussed  
chain of command not discussed  
follow up on goals and objectives is needed  
utilization of time and energy  
stronger dedication to building

organization stronger and  
better  
too much time on recognizing  
nationalism  
organizer should go into  
the community. We must  
state where we stand and  
maintain truthfulness



TO: ALL CCR GENERAL MEMBERS

FROM: HERMAN BACA

RE: ACCOUNTABILITY SYSTEM

PROPOSAL:

(1) REAPPROVE THE ACCOUNTABILITY SHEET FOR ALL CCR GENERAL MEMBERS. (ATT. A)

(2) MAKE THE SGT. OF ARMS RESPONSIBLE FOR THE ACCOUNTABILITY SYSTEM

(3) PROPOSE A NEW STATUS FOR THOSE WHO WILL BE UNABLE TO MEET THE # OF POINTS WHICH WILL BE REQUIRED TO REMAIN A GENERAL VOTING MEMBER. NEW STATUS WILL BE CALLED "INACTIVE GENERAL MEMBER" & WILL WORK AS FOLLOWS:

1 - month

(a) EITHER BY A FAILURE TO COMPLY WITH THE ACCOUNTABILITY SYSTEM OR IF A MEMBER FEELS BEFORE HAND THAT HE CANNOT MEET THE REQUIREMENT BECAUSE OF WHATEVER REASONS (PERSONAL, BUSINESS, EDUCATION ETC.) MEMBER WILL BE DROPPED TO NEW STATUS.

- (b) UNDER THE NEW STATUS SAID MEMBER WILL:
- (1) NO LONGER BE A VOTING MEMBER
  - (2) <sup>NOT</sup> BE ABLE TO SPEAK AT MEETINGS.
  - (3) BUT WILL HAVE ALL OTHER RIGHTS & PRIVILEGES AS ANY OTHER MEMBER

SUCH AS THE RIGHT TO ATTEND MEETINGS,  
TRAVEL, ATTEND FUNCTION ETC.  
REVIEWED EVERY THREE MONTH  
IN PROPOSING THE PROSAL IT IS MY FIRM BELIEF  
THAT THIS IS THE VERY MINIMUM THAT MUST BE  
DONE IF THE ORGANIZATION IS TO REMAIN ACTIVE, +  
ALSO THE  
FININACIAL SOLUENT, ~~AND~~ SAID PROPOSAL WILL INSURE  
AN ACCOUNTABILITY + UNDERSTANDING <sup>FROM</sup> EACH MEMBER AS  
TO WHAT THEIR RESPONSIBILITY IS + WHAT THE  
PENALTY WILL BE IF THE MINIMUM OF THE SYSTEM IS NOT  
MEET. FURTHERMORE, UNDER THE PROPOSED SYSTEM THE  
NEW STATUS MEMBER WILL BE ABLE TO ATTEND TO  
THEIR PROBLEMS + WILL BE ABLE TO REJOIN CCR AFTER  
THEY GO THROUGH THE NORMAL PROBATION PERIOD.

GRACIAS  
German Baca

SUBMITTED JUNE 27, 1981

Accountability Sheet



All members start with 100 points a month  
points are lost depending on performance  
points are divided into 5 categories of 20  
points each. see below.

OFFICE

- 1. start with 20 points per month. (5 pts week)  
everyone must put in a minimum of 3 hours per week at the office doing such things as, cleaning the office, throwing out trash, sweeping, mopping, filing and reading correspondence, cutting and pasting news articles, answering phone, etc. must sign in.

individual committee work, assignments or meetings DO NOT COUNT!

FUNDRAISING

- 2. start with 20 points per month.  
tickets ----- must sell \$<sup>30</sup>20.00 worth or "eat" them.  
must turn in left-over tickets and money within a week of event.  
attendance -- must attend all fundraisers\* and stay for at least 75% of the time.

MEETINGS

- 3. start with 20 points per month.  
BOARD--- must attend 4 board meetings a month  
ALL --- must attend 2 general meetings a month  
ALL --- must attend 1 committee meeting a month  
ALL --- must attend 1 community meeting a month  
5 points are lost for missing a meeting\*  
2½ points for tardiness\*  
general members have a minimum of 4 meetings a month. Remember that the By-Laws call for the expulsion of members for missing 3 consecutive meetings.

(associate members are encouraged to attend monthly community meetings)

EVENTS

4. Start with 20 points per month.
- PICKETS ----- all must attend\*
  - DEMONSTRATIONS ----- " "
  - HEARINGS ----- " "
  - PRESS CONFERENCES -- " "

if no events occur no points are lost.

RECRUITMENT

5. start with 20 points per month.
- recruitment is still being discussed.
- \* unless excused
- 

NOTE; all members must earn a minimum of 90 points per month.  
all members that do not meet the 90 point requirement will be  
subject to the following:

- 1st. month- will lose the right to make motions
- 2nd. month- will lose voting privilages
- 3rd. month- will be dropped to associate members

Accountability Sheet



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ings.

(associate members are encouraged to attend monthly community meetings)

## EVENTS

4. Start with 20 points per month.

PICKETS ----- all must attend\*

DEMONSTRATIONS ----- " "

HEARINGS ----- " "

PRESS CONFERENCES -- " "

if no events occur no points are lost.

## RECRUITMENT

5. start with 20 points per month.

recruitment is still being discussed.

\* unless excused

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Committee on Chicano Rights, Inc

	work	home
HERMAN BACA (chairman).....	477-3800	475-0554
HOWARD HOLLMAN (vice-chairman).....	235-1698	232-5428
Leticia Jimenez (secretary).....	474-8195	233-0661
Ralph Inzunza (Treasurer).....	477-9374	426-9970
Carlos Vasquez (security).....	427-0491	477-0952
David Avalos (member at large) .....	235-6135	477-6764
Jesse Constancio (member at large) .....		262-6631
Ernesto Bustillos .....	293-6688	239-8497
Jeff Garzilazo .....	293-6688	455-6728
Juan Parrino .....	477-7583	233-3721
Mike Castro .....	293-6688	262-9481
Liz Guillen .....	477-7583	233-0661
Art Martinez .....	437-6620	287-4270
Arturo Herrera .....		452-1584

--COMMITTEE ON CHICANO RIGHTS--

ORIENTATION SHEET

The Committee On Chicano Rights (CCR) is a non-profit and community based organization of volunteer activists. Founded in 1970, the CCR was organized to fight for the human, civil and consitutional rights of our people through education and self-determination. Since its inception the CCR has been involved with the issues of immigration, police brutality, education, voting rights, re-zoning, housing and other issues affecting the interest, welfare and self-determination of our people. The CCR is funded by membership dues, community contributions and foundation grants.

HISTORY OUTLINE

1968-MAPA, the Mexican American Political Association is organized (Herman Baca, Carlos Vazquez and Howard Hollman become members).

MAPA, a statewide organization, attempts to educate and politicize the Chicano Community. MAPA's methods are voter registration and running candidates-involvement in electoral politics...

Climate---The sixties is a period of little Chicano involvement. It's considered a novelty when Chicano's run for office. The Chicano community has little organizing experience and is just developing organizing skills. Main organizing is done around the HUELGA -UFW movement.

1969-San Diego's Chicano movement organizes one of its first community based Chicano protests with the "YA BASTA" march on Dia de Las Madres, sponsored by the Chicano Federation. At that time Herman Baca was Treasurer of MAPA and the organization was represented by a delegate to the Federation.

1970-State MAPA backs the traditional parties, The local MAPA organization begins seeing traditional politics as manipulative and not resulting in responsiveness to Chicano Community needs. Chicano activists are showing strong empathy to the BLack Movement and increasing community awareness. These activists see that influencing politicians isn't making it. Chicano need to organize their own community and create their self-destinies.



1970

Cont-Southwest caucuses result in the conceptualization of a "LA RAZA Unida Party" (RUP). Jose Angel Gutierrez actualize the conception in Crystal City, Texas. San Diego establishes an organization for RUP while maintaining the MAPA office. A Southwest wide comited front effort never concretely results.

1971-Bert Corona, longtime labor organizer plants a seed. Corona focuses on the immigration issue through organizing CASA (Centro Accion Social Autonomo). Corona plays an influential role in Chicano politics through his involvement in MAPA, RUP, and CASA. Corona introduces the concept to Herman and the RUP. MAPA volunteers, Herman and Carlos create a San Diego based organization called-CASA JUSTICIA--providing services to undocumented workers for 5 years.

Casa Justicia, RUP, MAPA and G.I. Forum, MECHA, Chicano Federation, etc. fight Sheriff Duffy's memorandum ordering taxi drivers to help identify and apprehend "illegal aliens". The issue proves a testing ground of funded Chicano organizations' commitment to the grassroots, many won't atke a position on the memorandum, in order to bring organizations together and articulate issues of the Chicano Community. The Ad-Hoc Committee attempts to bring about unity and strength on issues cutting across the entire Chicano Community.

Climate---Late 1971...among many Chicano activists, the immigration issue is thought to bea no-win situation. A right-wing based perspective allows the undocumented to be seen as job-thieves and swelling the wlefare lines. Intense education and consciousness-raising has to be done to change this mentality. Congressional hearings are held on the U.S. Customs Service. Thousands of cases are presented, mainly women who have been searched by men and testimony was given by victims of these searches. The hearings resultin token hirings, promotions, but no substantial changes.

1972-The Duffy Memorandum is rescended. San Diego Police Chief Hoobler issues a similar memorandum and the AD-Hoc Committee swings into action, The Committee also fights the Rodino Bill.

1972

Cont-A Border Patrolman rapes a Mexican woman, all authorities deny jurisdiction. Bernie Gallardo refuses to become a police informant, two weeks later he's fatally shot.

MAPA members are developing careers as "professionals" and are losing their grassroots identity. Herman and Carlos pull out of MAPA and continue their work with RUP, Casa Justicia, and the AD-Hoc Committee.

1973-Key issues are immigration, police brutality, and re-zoning. The police attempt to infiltrate the Committee. The placablow blows his cover. Hoobler admits the attempted infiltration. Casa Justicia membership grows through student involvement. Locally the Committee successfully fights an attempt to zone a barrio into a commercial and industrial district.

1975-Tato Rivera, an unarmed youth, is fatally shot in the back by a police officer who had recently threatened Tato's life (Officer Graig Short has since been promoted within N.C.P.D.'s juvenile Division). 300 residents and activists meet and demands are developed. 2,000 people subsequently march on the administration of National City. The Ad-Hoc Committees' security policies begin, as do confrontations with leftist opponents. Committee purpose and direction grows as the recall against the National City Council is started. Ralph Inzunza becomes involved. Herman, Carlos and Ralph are doing most of the work, Ad-Hoc members generally only come for decision-making and to be highlighted. MAAC Project pulls out of the Committee, a split is growing between activists and "poverty-pimp" agencies. The concept of a Committee On Chicano Rights is taking shape.

1976-The Committee On Chicano Rights drafts its initial set of by-laws. The coalition is dissolved and an independent organization is started. The Committee works on Proposition 14. Immigration activities continue.

1977-The Committee On Chicano Rights is established. A southwest conference on immigration is called for. The San Bernardino conference is seen as a build-up for the San Antonio, Texas

1977

Cont-conference. Berdo meeting becomes a counter to the upcoming conference, when it becomes apparent that the Texas session is SWP coopted.

A San Diego declaration is made against the SWP. A decision to create a national movement against the Carter Immigration Plan is made. Later, David Duke announces that the KKK will patrol the border. This emotional issue leads to a San Ysidro Border march. 3,000 people protest along the International Border. CCR's first Newsletter comes out. Membership increases and some national recognition is gained. Contacts increase and some major tours occur. During 1977 the Sweetwater issue is taken on by CCR and the Sweetwater Coalition is formed.

1978-The Newsletter evolves into El Tiempo Chicano, a newspaper fundraising becomes intensified. Mike Castro and David Avalos become fulltime staff. Later, these positions go and some burn-out occurs. CCR becomes involved in the Jess Haro issue. A positive outcome is the Community Convention. Anti-Carter Plan efforts continue, slowdown after the plan is seen to be in trouble in Congress. Locally CCR sees a Chicano right wing developing and merging with the powers that be. Howard Hollman sparks a CCR membership drive.

1979-The increased militarization of the border and proposed construction of a fence along the international border focuses more attention on the immigration issue. Border violence escalates. Two baby children die at the San Ysidro Border crossing. Shootings increase, two handcuffed men are shot resulting in a death of one of them. On February 11, 1979, a San Ysidro National Protest march occurs and more than 3,000 participate. Media coverage increases, both positive and negative. CCR participates in a locally made video-tape on the immigration issue (Channel 39). Oil is discovered in Mexico and leads to new developments in U.S./Mexican relations. Fallout occurs on Chicanos, this is exemplified by the Olmos case. George Olmos, shot in the head, is denied medical attention by University Hospital. The reason cited is that

1979

Cont-Olmos might be an indigent illegal alien, later its' discovered that Olmos was born at University Hospital. San Diego County's Grand Jury conducts two studies which results in attacks on the Chicano Federation and Bilingual education.

Construction on the Fence begins with some difficulty. CCR's proposal is funded. Cases are documented and Herman, Carlos and Alberto Garcia of the United Mexican-American Association and Rafael Arreola visit Washington D.C.....

Fall hearings are promised. CCR begins concrete steps for developing direction and future planning.

CCR hears through the grapevine that Congressman Ed Roybal is planning a Customs hearing soon after the Washington D.C. trip. Roybal never officially contacts CCR. He will not deal with I.N.S. or Border Patrol issues, only that which is officially within his jurisdiction. He will not help arrange or wait for a combined hearing of Customs, INS and the Border Patrol. He Insists on having where many Chicanos/Mexicanos will not go to ....U.S. Customs Building at San Ysidro. CCR attends the hearings and condemns it as a "white wash". A majority of attendants walk out to support CCR's protest. The hearings yield no substantial constructive changes of Customs practices.

During the period from September through late December, 1979, on bidding of Mayor Kile Morgan of National City, the N.C.P.D. is given permission by the City Council to "do whatever is necessary to stop the invasion of lowriders". The following weekend police pull "low-rider sweeps" of the main through-fare and general National City area. The law is selectively enforced and the police racistly stop and harrass every young chicano they can. Over 170 people are arrested in two nights, an overwhelming majority are Chicanos. CCR outreaches to victimized families, gather complaints against the city. The City Council will have 45 days to respond (Jan,80).

## KEY FUNCTIONS

Immigration -The CCR's primary function has always centered on the immigration issue. The Committee has helped educate and politicize the community on the actual causes of issues within the undocumented worker situation, the intent of immigration-oriented legislation, and the militarization of the Southwest border. CCR has also raised community consciousness on and mobilized against INS/Border Patrol/Customs abuses, CCR has impacted Washington, D.C. officials with comp-iled cases of thes abuses. CCR has contacts with a nation-wide network of immigration-oriented organizations. Committee members have been interviewed on the immigration issue by media publications of North America, Latin America and Europe. CCR has also compiled a history of docummentation on the immigration issue.

Education and politicization-A major function of CCR is to put across alternative perspectives on issues that effect our people, in order that the Chicano community be better able to self-determine their future. This happens through a variety of means including speaking engagements, tours, press conferences/releases, media interviews, and protest marches/demonstrations. CCR has international media resources and has traveled nation-wide and within Mexico to speak on the issue of immigration. The Committee holds monthly community meetings where CCR work and relevant issues are discussed and Chicano/Latino documentaries are shown. CCR's publications Committee also produces leaflets/posters that publicize organizational positions, advertises CCR events, and a tabloid called "El Tiempo Chicano".

Legal Advocacy-CCR has been invloved in legal advocacy since its' inception. Originally, the Casa Justicia provided legal advocacy for undocumented workers, Carlos Vazquez has continued these needed services. Over the years legal advocacy has been provided for fights against community re-zoning, case of police and INS/Border Patrol brutalities, negligent education, racist-actions of local government, and other forms of dicrimination agianst our people. Two current legal cases are a suit agaist the Sweetwater Union School District, which has been ruled guilty of discrimination and six complaints against the City of National City, stemming from the recent "low-rider" sweeps, in National City.

The CCR-sponsored complaints are a first step towards legal suits de-

manding over \$60,000 in damages.

Community Action-Along with efforts of educating, politicizing and legally aiding the Chicano community, CCR has continually played a role in community mobilizing. The Committee sees community actions as a crucial function, inherent to CCR's premise that Chicano power will not be gained through individual Chicanos' gains of social, political or economic power influence: Chicano power will only be gained when the Chicano community as a whole, has to be dealt with as a political force, Over the years CCR has helped mobilize protests against the immigration issue, in support of the HUELGA-UFW, against barrio conditions, police shootings, the treatment of Chicanos in jails, inadequate educational services, and many other issues. In 1978 and 79' CCR organized two National Protest Marches at the Border. These marches were organized to protest against border killings, the proposed "Carter Curtain" (fence) and Carters' Immigration Plan. Approximately 3,000 people attended each march. For 1980, CCR is organizing a National Immigration Conference and Memorial March. Hopefully the conference will create an active national immigration network, help provide a cohesive direction to a new decade of immigration organizing and have an impact on the June, 1980 presidential primaries.

The March will be a memorial to those who have died, been brutalized or dehumanized at the U.S/Mexico border. The organizational set-up for carrying out the above described functions, maintaining CCR's supportive operations and insuring committee accountability and attainment of goals are as outlined.....

BOARD

Chairman.....	Herman Baca	Member-at-Large...	Jesse Constancio
Vice.....	Howard Hollman		Becky Castro
Treasurer.....	Ralph Inzunza		
Secretary.....	Leticia Jimenez		
Sgt-at-ARms.....	Carlos Vazquez		



Committee on Chicano Rights, Inc

BOARD OF DIRECTORS MEETING  
7-14-80

present: Herman, Howard, Jesse, Charli, Leticia, Ralph, David.

1. discussion on the function of the Board and what kind of Board was needed.  
motion for a strong Board that would provide leadership, decisions, policy,  
and direction was passed with an amendment that it adhere to the by-laws.
2. letter of resignation was read....Jose Berrellez  
resignation was accepted.
3. brief discussion on youth committee , Jesse reported that he would meet  
with the people working with youth this week and will have some more  
information for us next week
4. discussion on trip to Tucson.

## FUNDRAISING REPORT

### Up-date

As of July 28, 1980, the fundraising committee has put together 4 fundraisers.

* Jan. 12, bar at Mike's wedding.....	\$200.00
* Feb. 23, tardeada at Don's house.....	\$275.00
* Mar. 29, tardeada at Art M. house.....	\$550.00
* July 19, Charlies house (tardeada).....	\$260.00

Total            \$1,380

### Goals

1. Organize at least 1 small (housed) fundraising tardeada per month.
2. Organize 1 or 2 large (dance) fundraiser per year.
3. Hold raffles at least 3 times a year.  
(raffle liquor, t.v.'s etc.)
4. Series of posters and cards (seasonal) printed to raise funds.  
(U.F.W. prints these types of cards)
5. Hold monthly breakfast at members homes to raise funds.  
(breakfast for members only)

### Recommendations

1. Since members (some of them) find it easy to "eat" \$20 worth of tickets, the fundraising committee strongly recommends that we raise the ticket sale quota to \$30. This will serve as an incentive to members, making them sell at least part of their quota.
2. That members take the fundraisers more serious and that "everyone" participates.
3. That Art Martinez take over as Committee Chairman, since Ernesto is taking over the newspaper.



COMMITTEE ON CHICANO RIGHTS, INC.  
County of San Diego, California

BY-LAWS

ARTICLE I

Members

This association shall be constituted of those persons who have agreed to abide by the Articles and By-Laws of this association.

- (a) Membership shall commence upon payment of the initiation fee and the first months dues. At that time the members name shall be added to the membership roster.
- (b) Active members are entitled to one(1) vote on each matter submitted to a vote of the general membership.
- (c) Active membership is conditioned upon maintaining dues current.

ARTICLE II

Meeting of Members

Section 1-General Meetings. Meetings of the general body shall be held once(1) a month at the call of the chairperson.

Section 2-Special Meetings. Special meetings of the general body may be called by the chairperson or any member of the Board of Directors with approval of not less than 1/3 of the Board of Directors.

Section 3-Annual Meetings. An annual meeting of the general body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of members to the Board of Directors.

Section 4-Notice of Meetings. Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by phone not less than 72 hours before the date of such meeting at or by the direction of the chairperson, secretary, or the officer or person(s) calling the meeting. Unless the chairperson and/or the Board of Directors determines that there is an emergency present.

### ARTICLE III

#### Board of Director

Section 1-General Powers. The affairs of the association shall be managed for the general body by the Board of Directors. Members of the Board of Directors must have been members in good standing of the Committee for Chicano Rights for at least six (6)

months.

Section 2-Number and Tenure. The number of members shall be at a minimum five(5). Each shall hold office until his/her successor shall have been elected or appointed and qualified.

Section 3-Composition, Manner of Election, Appointment and term of Service. The Board of Directors shall consist of the Chairperson, the Vice-Chairperson, the Secretary, and the Treasurer.

The Chairperson, Vice-Chairperson, Secretary, and Treasurer shall be elected to the Board of Directors by the general body simultaneous and shall serve in the dual capacity as Board members and officers of the corporations. The term of office shall be for one(1) year. Election shall be by secret ballot of the members of the general body. A majority of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of of the predecessor in office.

Section 4-Attendance. Any member of the Board of Directors who shall absent him/her from three(3) consecutive

meetings thereof, unless satisfactory excuses are presented, shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof.

Section 5-Management of Association Property. Property of the Corporation may be used or disposed of in accordance with the directions of the Board of Directors. The Board of Directors shall not incur any debt or liability, or any combination of debts or liabilities exceeding the net assets of the Corporation.

Section 6-Regular Meetings. Regular meetings of the Board of Directors shall be held once a month.

Section 7-Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the Chairperson or any two(2) Board Members. The person or persons authorized to call special meetings of the Board may fix any place, within San Diego County as the place, for holding any special meeting of the Board called by them.

Section 8-Notice. Notice of any special meeting of the Board of Directors shall be given at least twelve(12) hours previously thereto by telephonic or written notice unless an emergency is deemed present and a shorter notice is necessary. The Business to be transacted

at the meeting need not be specified in the notice unless specifically required by these By-Laws.

#### ARTICLE IV

##### Duties of The Board of Directors - Officers

Section 1-Duties of the Chairperson. The Chairperson, shall preside over all meetings of the General Body and the Board of Directors. The Chairperson shall:

- (1) Be responsible for the affectuating of the will of the General Body and the Board of Directors.
- (2) Represent the Corporation in all matters as instructed.
- (3) Exercise a general supervision over all the affairs of the Corporation.
- (4) Certify the minutes of the General Body and the Board of Directors.
- (5) Authorize by signature all contracts entered into the Corporation.
- (6) Sign with the Treasurer all checks issued in the name of the Corporation.
- (7) Carry out other duties as required by the Board of Directors.

Section 2-Duties of the Vice-Chairperson. Preside at

meetings in the absence of the chairperson, shall

supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson. Perform all other duties as may be assigned by the Chairperson.

Section 3-Duties of the Secretary. The secretary shall keep a complete record of all proceedings and correspondences of the Corporation and the Board of Directors. It is his/her responsibility to send notices of meetings to members of the corporation, keep a role of the members and to perform all other duties usually appertaining to the office of the Secretary.

Section 4-Duties of the Treasurer. The treasurer shall keep books and accounts of the corporation, and shall perform any other duties usually assigned to this officer. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Chairperson in addition to that of the treasurer. In the absences of the Chairperson due to incapacitation or resignation, the Vice-chairperson will be the authorizing signature in addition to that of the treasurer. In the absence or incapacity of the treasurer, power to sign checks may be delegated by the Board of Directors to the Chairperson and the Vice-chairperson.

The Treasurer shall also be responsible for Financial Reports including but not limited to: The State of California Franchise Tax Board reports and United States Internal Revenue Service reports.

The Treasurer shall submit to the General Body a quarterly financial statement every four(4) months.

## ARTICLE V

### Committees

#### Special Committees

From time to time as deemed necessary by the Board of Directors, special Ad Hoc Committees shall be established for specific tasks.

## ARTICLE VI

### Dues & Assessments

Section 1-Initiation fee. Each prospective member will be assessed an initial \$5.00 initiation fee upon application to become a member.

Section 2-Annual Dues. Annual dues shall be in the amount of \$36.00 per year unless changed by the Board of Directors by a simple majority vote. Dues shall be payable in advance in full in the first month of the fiscal year or may be paid on a month to month bases at a rate of \$3.00 per month.

Dues of a new member shall be prorated from the first day of the month in which such new member is admitted to membership for the remainder of the fiscal year

of the Corporation.

Students will be assessed an initiation fee of \$2.50 and annual dues of \$18.00 per year. Dues are payable at a rate of \$1.50 per month.

Senior citizens over 55 years of age will be assessed an initiation fee of \$2.50 and an annual dues of \$18.00 per year. Dues are payable at a rate of \$1.50 per month.

## ARTICLE VII

### Default and Termination of Membership

Section 1-Default of Dues. When any member shall be in default in the payment of dues for a period of three (3) months from the beginning of the fiscal year or period in which such dues become payable, voting privileges are automatically terminated until such time as dues are made current. Continued failure to pay dues will be grounds for automatic termination of membership unless extenuating circumstances are declared to exist by a vote of the Board of Directors.

Section 2-Voluntary Withdrawal. Membership will be considered terminated upon written or verbal request of a member to the Chairperson or an officer of the Board of Directors.



Section 3-Misconduct. Any member of the Corporation shall be expelled by majority vote of the General Body for continued action construed as detrimental to the good order of the corporation.

Section 4-Actions contrary to the good of the Corporation. A member of the Board of Directors may additionally be expelled for the following reasons:

- (a) Unauthorized absences from three (3) meetings of the Board of Directors or General Body meetings without justifiable excuse.
- (b) Misfeasance of funds
- (c) Action construed as detrimental to the order of the corporation.

Section 5-Notification of Disciplinary Action. Prior to any disciplinary action undertaken under this By-Laws, at least 15 days written notice of that action must be sent to the member involved stating the reasons thereof.

- (a) Due process shall be the right of any member suffering the rule of expulsion.

## ARTICLE VIII

### Miscellaneous

Section 1-Power of General Membership to Amend By-Laws. The

By-Laws of this Corporation may be amended, repealed, or added to, or new By-Laws may be adopted by the vote of a majority of the General members entitled to vote and present at a duly constituted General Body meeting.

Section 2-Rules of Order. Unless otherwise stipulated in these By-Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rules of Order.

#### ARTICLE IX

#### Corporation and/or Dissolution of Corporation

Section 1-Corporation. Chapters of the Committee on Chicano rights may be established upon petition to the Board of Directors by responsible individuals or groups.

(a) Majority vote of the Board of Directors is required for authorization to establish a chapter.

(b) Application for affiliation, must be completed prior to authorization.

Section 2-Dissolution of Corporation. This Corporation, The Committee on Chicano Rights Inc., may be

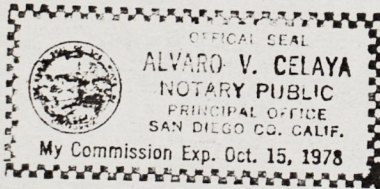
dissolved by the vote of the two-thirds (2/3) majority of its active General members at a duly constituted meeting.

(a) in the event of dissolution, the property of the Corporation shall be distributed as follows:

- (1) First, all the debts of the Corporation shall be paid in full.
- (2) Second, any amounts of real or personal property remaining after the above debts have been paid, shall be distributed according to the corporation laws of the State of California.

In Witness Whereof, the undersigned have signed these By-Laws this 24 day of November , 1976 at , National City, San Diego California.

*Alvaro V. Celaya*



*Herman Baca*  
HERMAN BACA

*Albert Garcia*  
ALBERT GARCIA

*Carlos Vasquez*  
CARLOS VAZQUEZ

*Ralph Inzunza*  
RALPH INZUNZA

*Albert Puente*  
ALBERT PUENTE

COMMITTEE ON CHICANO RIGHTS, INC.

COUNTY OF SAN DIEGO, CALIFORNIA

BY LAWS

ARTICLE I

Section 1

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By Laws of this corporation.

General membership shall commence upon <sup>of yearly</sup> payment of ~~initiation~~ <sup>membership</sup> fee and the first months dues. At that time members' name shall be added to the membership list.

- (a) All potential general members shall serve a six month probationary period.
- (b) All potential members shall submit a resume and committee job description.
- (c) ~~Active~~ <sup>Gen.</sup> membership is conditioned upon maintaining dues current, ~~and~~ attending meetings, <sup>working member of committee</sup>
- (d) General members must declare membership in all other organizations.
- (e) ~~General members~~ <sup>Gen. membership</sup> may hold office in other organizations <sup>by gen. mem.</sup> ~~with the approval of the Board of Directors of the~~ <sup>may be subject to</sup> Committee On Chicano Rights, Inc.
- (f) All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- (g) Only general members in good standing shall have voting power.
- (h) ~~Active membership is conditioned upon maintaining active participation.~~

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/or financial contributors or volunteers of the Committee On Chicano Rights Inc, at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY WITHDRAWAL

*Termination*

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc. All dues shall stay in C.C.R. funds.

ARTICLE II

BOARD OF DIRECTORS

*Officers*

Section I-Duties of the Chairperson

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

## Section II-Duties of the Vice-Chairperson

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

## Section III-Duties of the Secretary

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the Corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties usually pertaining to the office of the Secretary.

## Section IV-Duties of the Treasurer

The treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by

the Chairperson or Board of Directors. Payments shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence of the Treasurer due to incapacity or resignation, the power to sign checks may be delegated by the Board of Directors to the Vice-Chairperson, Secretary or Sergeant of Arms. The Treasurer shall be responsible for financial reports, including, but not limited to: The State of California Franchise Tax Board reports and United States Internal Revenue Service reports.

The Treasurer shall submit to the General Body a written financial statement every four <sup>3</sup> months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

#### Section V-Duties of the Sergeant of Arms

1. Shall maintain order and security at all meetings and gatherings.
2. Shall coordinate all security.

#### Section VI-PARLIMENTARIAN

May be appointed by the Chairperson.

#### Section VII-GENERAL POWERS

<sup>officers</sup>  
~~Members~~ of the Board of Directors must have been General members in good standing of the Committee On chicano Rights, Inc. for a minimum of one (1) year.

#### Section VIII-NUMBER AND TENURE

The number of ~~members~~ <sup>officers</sup> of the Board of Directors shall be ~~a minimum~~ <sup>Consist</sup> of five (5) and ~~six~~ <sup>2</sup> (6) members at large; with every ~~mem.~~ <sup>1 mem.</sup> fifteen (15) additional members, one member at large will be ~~to be elected~~ <sup>will be elect</sup> until ~~11.~~ <sup>11.</sup>

(1) year, from July 1, through June 30.

Section IX-ATTENDANCE

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Notices will be sent to inform member of said action.

ARTICLE III

STAFF

Section I-

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

~~Section II-DUTIES OF THE EXECUTIVE DIRECTOR~~

~~Section III-DUTIES OF THE EXECUTIVE SECRETARY.~~

ARTICLE IV

MEETINGS

Section I-BOARD OF DIRECTORS

Regular meetings of the Board of Directors shall be held once each week.

Section II-GENERAL MEMBERSHIP MEETINGS

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board; and all heads of Standing Committees.

Section III-ANNUAL MEETINGS

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary



and for the election of <sup>officers & at large</sup> members to the Board of Directors.

Section IV-COMMUNITY MEETINGS

Community meetings may be called at the discretion of the Board of Directors.

Section V- EMERGENCY MEETINGS

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

Section VI-NOTICE OF MEETINGS

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If any emergency is deemed present, a shorter notice may be necessary.

Section VII-NOTICE OF GENERAL MEETINGS

Written, printed and/ or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two (72) hours before the date of such meeting at or by the direction of the Chairperson, Secretary, or the officer or person(s) calling the meeting, unless the Chairperson and/ or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings to be held.

Section VIII-QUORUM

*Gen. Meetings shall constitute a quorum.*  
If a Quorum is not present the Chairperson shall declare

a Committee of the Whole. Business may thus be transacted. ~~a Quorum of the Board of Directors shall be a simple majority.~~

*sec. IX - Quorum - Board of Directors*

ARTICLE V

FEES, DUES AND ASSESSMENTS

Section I-

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. In-kind services shall be approved by the Board of Directors in lieu of the annual dues. Dues shall be set by the Board of Directors and ratified by the General assembly.

ARTICLE VI

DEFAULT AND TERMINATION OF MEMBERSHIP

section I-DEFAULT OF DUES

~~When any member shall be in default in the payment of dues for a period of three (3) months, a notice of dues in arrears shall be sent by the membership Chairperson and if not payed within Thirty (30) days, membership Chairperson will resolve issue.~~

ARTICLE VII

Section I-MISCONDUCT

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

Section II-ACTIONS CONTRARY TO THE GOOD OF THE CORPORATION

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- (a) Unathorized absences from ~~three (3)~~ meetings of the Board of Directors or General Body meetings without justifiable cause.

(b) Misuse of Funds.

(c) Action construed as detrimental to the order of the Corporation.

### Section III-NOTIFICATION OF DISCIPLINARY ACTION

Prior to any disciplinary action undertaken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action.

(a) Due process shall be the right of any member suffering the rule of expulsion.

## ARTICLE VIII

### STANDING COMMITTEES

Section I-Standing committees shall be:

- |                |                              |
|----------------|------------------------------|
| 1. Fundraising | 6. Law and Justice           |
| 2. Membership  | 7. Newspaper                 |
| 3. Media/P.R.  | 8. Immigration               |
| 4. Education   | 9. Security                  |
| 5. Finance     | 10. Election/Voter Education |

Section II-MEMBERSHIP OF STANDING COMMITTEES

- (a) Membership of Standing Committees shall not be limited as to number.
- (b) Chairperson shall retain office for a period of one (1) year.
- (c) Chairperson <sup>shall be appointed &</sup> may be removed by two-thirds (2/3) vote of the Board of Directors.
- (d) Committee Chairpersons shall submit a written report to the General Assembly at each meeting.
- (e) All Committee Chairpersons shall be responsible to the Board of Directors.
- (f) The Board of Directors shall have control over all committees.

- (g) All Committees shall be advisory to the Board of Directors.

Section III-DUTIES OF STANDING COMMITTEES

All Standing Committees shall be under the Board of Directors.

1. Fundraising Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.
2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases/  
ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.

7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board of Directors shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall research and keep all members informed of Immigration laws and issues; maintain communication with other organizations involved in Immigration.
9. Security Committee shall work with the Sgt-of-Arms and provide security at all CCR functions and will provide security for individuals and members at the discretion of the Board of Directors.
10. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
11. CCR Election Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be:
  - (a) Mailing notices and procedures in April for elections to all eligible members.
  - (b) To screen and certify that all nominees are eligible for nomination.
  - (c) Certify all members eligible to vote.
  - (d) Make ballots and mail to all members by June 1,

- (e) Set time, place and date of election.
- (f) Count votes and inform members of election results.
- (g) Supervise election process to assure and certify that all elections are fair and honest.
- (h) Voting shall be by secret ballot and in person.
- (i) No proxy ballots shall be accepted.

Section IV-AD-HOC COMMITTEES

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc Committees shall be established for specific tasks.

ARTICLE IX

COMPOSITION, MANNER OF ELECTION, APPOINTMENT AND TERM OF SERVICE

Section I- COMPOSITION OF BOARD OF DIRECTORS *MANUPT OF ELECTIONS*

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms and Members-At-Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms and Members-At-Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

Section II-ELECTIONS

Elections shall be held in June; under the following rules:

- (a) Only General members in good standing shall be eligible for nomination.
- (b) A candidate must be a General member in good standing and ~~must have paid dues for eighteen (18) months,~~ attend ~~75%~~ ~~of~~ meetings during last twelve (12) months prior to time of nomination.
- (c) Board members at Large must be head of a committee; certified to be qualified for office; elected by plurality of General Assembly.
- (d) Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- (e) Announcement of elections shall be made in April at a General Assembly meeting.
- (f) Nominations shall be accepted during the first three (3) weeks in May.
- (g) A list of eligible candidates shall be posted in CCR office by June 1.
- ~~(h)~~ On election day the members shall elect 5 (5) officers and Members at Large.
- ~~(i)~~ These officers shall constitute the Board of Directors.
- (j) Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another Committee.
- (k) Vacancies shall be filled by the Board of Directors.
- (l) All nominees shall declare for <sup>only</sup> one office.

ARTICLE X

MISCELLANEOUS

Section I-AMENDING BY-LAWS

The By Laws of this Corporation may be amended, repealed, or added to, or new By Laws shall be adopted by the vote of ~~5/8~~ two-thirds (2/3) of the General Members entitled to vote and present at a duly constituted General Body meeting.

Section II-RULES OF ORDER

Unless otherwise stipulated in these By Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rules of Order.

ARTICLE XI

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section I-MANAGEMENT OF CORPORATION PROPERTY

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

Section II-DISSOLUTION OF CORPORATION

This Corporation, The Committee On Chicano rights, Inc, may be dissolved by the vote of two thirds (2/3) of its active General Members at a duly constituted annual meeting.

(a) In the Event of dissolution, the property of the Corporation shall be distributed as follows:

1. All debts of the Corporation shall be paid in full.
2. Any amounts of real or personal property remaining after all debts have been paid shall be distributed according to the Corporation Laws of the State of California.



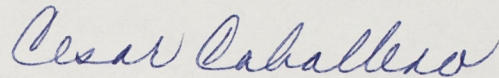
June 19, 1978

Dear Chairperson:

We have received requests from Chicano organizations and individuals locally and throughout the country, for information on the many organizations which represent us. Our people want to know who these organizations are and how to get in touch with them. This information is important to all of us. Therefore, we are attempting to compile and publish a directory of all the Chicano organizations in the U.S.

You can help us in carrying out this task by filling out the attached questionnaire and returning it to the address given below. Thank you.

Sincerely,



Cesar Caballero, Head of Circulation  
and Chicano Services

Mail Questionnaire to: Cesar Caballero  
Chicano Services Section  
The University of Texas  
at El Paso - Library  
El Paso, Texas 79968

COMMITTEE ON CHICANO RIGHTS, INC.

COUNTY OF SAN DIEGO, CALIFORNIA

BY LAWS

ARTICLE I

Section 1

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By Laws of this corporation.

General membership shall commence upon <sup>OF YEARLY</sup> payment of <sup>Membership</sup> ~~initiation~~ fee and the first months dues. At that time members' name shall be added to the membership list.

- (a) All potential general members shall serve a six month probationary period.
- (b) All potential members shall submit a resume and committee job description.
- (c) <sup>Gen.</sup> ~~Active~~ membership is conditioned upon maintaining dues current ~~and~~ attending meetings, <sup>working member of Committee</sup>
- (d) General members must declare membership in all other organizations.
- (e) ~~General members may hold office in other organizations~~ <sup>Membership</sup> ~~with the~~ <sup>by gen. mem.</sup> approval of the Board of Directors of the Committee On Chicano Rights, Inc.
- (f) All general members are entitled to one (1) vote on each matter submitted to a vote of the general membership and are eligible for office after on year membership.
- (g) Only general members in good standing shall have voting power.
- (h) ~~Active membership is conditioned upon maintaining active participation.~~

Section II

ASSOCIATE MEMBERS

Associate members shall be supporters and/or financial contributors or volunteers of the Committee On Chicano Rights Inc, at the discretion of the Board of Directors of the CCR. Associate members shall not have voting rights.

Section III

VOLUNTARY <sup>Termination</sup> ~~WITHDRAWAL~~

Membership will be considered terminated upon written communication by a member to the Board of Directors of the Committee On Chicano Rights, Inc. All dues shall stay in C.C.R. funds.

ARTICLE II

<sup>OFFICERS</sup>  
~~BOARD OF DIRECTORS~~

Section I-Duties of the Chairperson

1. The Chairperson shall preside over all meetings of the General Body and the Board of Directors.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to the General Assembly once a month.
6. Shall be the spokesperson for the Committee On Chicano Rights, Inc.

## Section II-Duties of the Vice-Chairperson

1. The Vice-Chairperson shall preside at meetings in the absence of the Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson, or Board of Directors.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.
6. Shall submit a written report to the General Assembly once a month.

## Section III-Duties of the Secretary

1. The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors. It is his/her responsibility to:
  - a. Give notices of meetings to members of the Corporation.
  - b. Keep a log of minutes and make them available to all members.
  - c. Keep current roll of membership.
  - d. Perform all other duties usually pertaining to the office of the Secretary.

## Section IV-Duties of the Treasurer

The treasurer shall keep the books and accounts of the Corporation; and shall perform other financial duties assigned by

person or Board of Directors. Payments shall be made  
bills properly approved by the Board of Directors. All  
shall bear the signature of the Treasurer. In the absence  
Treasurer due to incapacity or resignation, the power to  
may be delegated by the Board of Directors to the  
person, Secretary or Sergeant of Arms. The Treasurer  
responsible for financial reports, including, but not  
The State of California Franchise Tax Board reports  
States Internal Revenue Service reports.

Treasurer shall submit to the General Body a written  
statement every four <sup>3</sup> (4) months. The Treasurer shall  
written report to the Board of Directors at the first  
every month.

#### Duties of the Sergeant of Arms

Shall maintain order and security at all meetings and  
gatherings.

Shall coordinate all security.

#### PARLIMENTARIAN

May be appointed by the Chairperson.

#### GENERAL POWERS

of the Board of Directors must have been General  
good standing of the Committee On chicano Rights, Inc.  
of one (1) year.

#### NUMBER AND TENURE

Number of members of the Board of Directors shall be  
five (5) <sup>corporation + 2</sup> and ~~six~~ (6) members at large; with every  
additional members, one member at large will be  
a maximum of 11. <sup>1 board member</sup> Each shall hold office for one

Year from July 1, through June 30.

Section IX-ATTENDANCE

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, during term of office, unless satisfactory excuses are presented shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof. Notices <sup>written</sup> ~~will~~ <sup>shall</sup> be sent to inform member of said action.

ARTICLE III

STAFF

Section I-

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

~~Section II DUTIES OF THE EXECUTIVE DIRECTOR~~

~~Section III DUTIES OF THE EXECUTIVE SECRETARY.~~

ARTICLE IV

MEETINGS

Section I-BOARD OF DIRECTORS

Regular meetings of the Board of Directors shall be held once each week.

Section II-GENERAL MEMBERSHIP MEETINGS

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be written reports from the Chairperson of the Board; and all heads of Standing Committees.

Section III-ANNUAL MEETINGS

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary

and for the election of members to the Board of Directors.

Section IV-COMMUNITY MEETINGS

Community meetings may be called at the discretion of the Board of Directors.

Section V-EMERGENCY MEETINGS

Any emergency meeting of the Board of Directors may be called by any three (3) members of the Board of Directors or Chairperson. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board Members.

Section VI-NOTICE OF MEETINGS

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If any emergency is deemed present, a shorter notice may be necessary.

Section VII-NOTICE OF GENERAL MEETINGS

Written, printed and/ or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than Seventy-two (72) hours before the date of such meeting at or by the direction of the Chairperson, Secretary, or the officer or person(s) calling the meeting, unless the Chairperson and/ or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings to be held.

Section VIII-QUORUM - general meetings

If a Quorum is not present the Chairperson shall declare a Committee of the Whole. Business may thus be transacted. a Quorum of the Board of Directors shall be a simple majority.

SEC. 1 x Quorum Board of Directors

OFFICERS  
at large

Pending Approval

ARTICLE V

FEEES, DUES AND ASSESSMENTS

Section I-

Each prospective member or a family unit will be assessed an annual fee of Twenty (20) dollars upon application to become a member. Dues shall be payable in advance, in full, in the first month of the fiscal year. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. In-kind services shall be approved by the Board of Directors in lieu of the annual dues. Dues shall be set by the Board of Directors and ratified by the General assembly.

ARTICLE VI

DEFAULT AND TERMINATION OF MEMBERSHIP

section I-DEFAULT OF DUES

When any member shall be in default in the payment of dues for a period of three (3) months, a notice of dues in arrears shall be sent by the membership Chairperson and if not payed within Thirty (30) days, membership Chairperson will resolve issue.

ARTICLE VII

Section I-MISCONDUCT

Any member of the Corporation shall be expelled by two-thirds (2/3) vote of the Board of Directors and ratified by a majority of the General Body for action, which is construed as detrimental to the good order of the Corporation.

Section II-ACTIONS CONTRARY TO THE GOOD OF THE CORPORATION

A member of the Corporation or the Board of Directors may additionally be expelled for the following reasons:

- (a) Unathorized absences from ~~three (3)~~ meetings of the Board of Directors or General Body meetings without justifiable cause.



(b) Misuse of Funds.

(c) Action construed as detrimental to the order of the Corporation.

Section III-NOTIFICATION OF DISCIPLINARY ACTION

Prior to any disciplinary action undertaken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action.

(a) Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE VIII

STANDING COMMITTEES

Section I-Standing committees shall be:

- |                |                              |
|----------------|------------------------------|
| 1. Fundraising | 6. Law and Justice           |
| 2. Membership  | 7. Newspaper                 |
| 3. Media/P.R.  | 8. Immigration               |
| 4. Education   | 9. Security                  |
| 5. Finance     | 10. Election/Voter Education |

Section II-MEMBERSHIP OF STANDING COMMITTEES

- (a) Membership of Standing Committees shall not be limited as to number.
- (b) Chairperson shall retain office for a period of one (1) year.
- (c) Chairperson <sup>shall appointed & removed</sup> ~~may be removed~~ by two-thirds (2/3) vote of the Board of Directors.
- (d) Committee Chairperson shall submit a written report to the General Assembly at each meeting.
- (e) All Committee Chairpersons shall be responsible to the Board of Directors.
- (f) The Board of Directors shall have control over all committees.

- (g) All Committees shall be advisory to the Board of Directors.

Section III-DUTIES OF STANDING COMMITTEES

All Standing Committees shall be under the Board of Directors.

1. Fundraising Committee shall initiate, coordinate and oversee all fundraising activities and entertainment.
2. Membership Committee shall collect dues from all members; recruit, screen, educate and orientate all potential members to the Committee On Chicano Rights, Inc.
3. Media/P.R. Committee shall be responsible for maintaining open communication with mass media; will coordinate press conferences and may assist Chairperson in press conference; shall also be responsible for distribution of all press releases/  
ANY AND ALL VERBAL OR WRITTEN MATERIAL EMINATING FROM ANY COMMITTEE SHALL BE UNDER THE DIRECTION CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.
4. Education Committee shall research and keep all members informed of education laws and issues; maintain communication with other organizations involved in education.
5. Finance Committee shall work with the Treasurer and will develop and maintain potential financial resources.
6. Law and Justice Committee shall research and keep all members informed of all issues.

7. Newspaper Committee shall be responsible for production and operation of the Newspaper at the discretion of the Board of Directors. The Board of Directors shall have control over the entire content of the CCR Newspaper.
8. Immigration Committee shall research and keep all members informed of Immigration laws and issues; maintain communication with other organizations involved in Immigration.
9. Security Committee shall work with the Sgt-of-Arms and provide security at all CCR functions and will provide security for individuals and members at the discretion of the Board of Directors.
10. Election/Voter Education Committee shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.
11. CCR Election Committee shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office. Responsibilities shall be:
  - (a) Mailing notices and procedures in April for elections to all eligible members.
  - (b) To screen and certify that all nominees are eligible for nomination.
  - (c) Certify all members eligible to vote.
  - (d) Make ballots and mail to all members by June 1,

- (e) Set time, place and date of election.
- (f) Count votes and inform members of election results.
- (g) Supervise election process to assure and certify that all elections are fair and honest.
- (h) Voting shall be by secret ballot and in person.
- (i) No proxy ballots shall be accepted.

#### Section IV-AD-HOC COMMITTEES

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc Committees shall be established for specific tasks.

### ARTICLE IX

#### COMPOSITION, MANNER OF ELECTION, APPOINTMENT AND TERM OF SERVICE

##### Section I- COMPOSITION OF BOARD OF DIRECTORS

The Board of Directors shall consist of the Chairperson; Vice-Chairperson; Secretary; Treasurer; Sgt-of-Arms and Members-At-Large.

The Chairperson, Vice-Chairperson, Secretary, Treasurer, Sgt-of-Arms and Members-At-Large shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation.

The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

## Section II-ELECTIONS

Elections shall be held in June; under the following rules:

- (a) Only General members in good standing shall be eligible for nomination.
- (b) A candidate must be a General member in good standing and must ~~have paid dues for eighteen (18) months; attend 75% of meetings during last twelve (12) months prior to time of~~ nomination.
- (c) Board members at Large must be head of a committee; certified to be qualified for office; elected by plurality of General Assembly.
- (d) Thirty (30) days written notice of elections and election procedures shall be sent to all members.
- (e) Announcement of elections shall be made in April at a General Assembly meeting.
- (f) Nominations shall be accepted during the first three (3) weeks in May.
- (g) A list of eligible candidates shall be posted in CCR office by June 1.
- ~~(h) On election day the members shall elect 5 (5) officers and Members at Large.~~
- ~~(i) These officers shall constitute the Board of Directors.~~
- (j) Resignation as head of a Committee shall result in automatic resignation from the Board of Directors unless such resignation is to become head of another Committee.
- (k) Vacancies shall be filled by the Board of Directors.
- (l) All nominees shall declare for one office.

ARTICLE X

MISCELLANEOUS

Section I-AMENDING BY-LAWS

The By Laws of this Corporation may be amended, repealed, or added to, or new By Laws shall be adopted by the vote of ~~two-thirds~~ <sup>two thirds</sup> (2/3) of the General Members entitled to vote and present at a duly constituted General Body meeting.

Section II-RULES OF ORDER

Unless otherwise stipulated in these By Laws, all questions of order or procedure shall be resolved in accordance with Roberts Rules of Order.

ARTICLE XI

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section I-MANAGEMENT OF CORPORATION PROPERTY

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

~~Section II-DISSOLUTION OF CORPORATION~~

This Corporation, The Committee On Chicano rights, Inc, may be dissolved by the vote of two thirds (2/3) of its active General Members at a duly constituted annual meeting.

(a) In the Event of dissolution, the property of the Corporation shall be distributed as follows:

1. All debts of the Corporation shall be paid in full.
2. Any amounts of real or personal property remaining after all debts have been paid shall be distributed according to the Corporation Laws of the State of California.

H.B.

BY LAWS

ARTICLE I

Section 1

GENERAL MEMBERSHIP

This association shall be constituted of those persons who have agreed to abide by the Articles and By Laws of this association.

GENERAL MEMBERS shall attend meetings; pay dues; be working members of a standing committee; are eligible for office after one (1) year membership, with trial period of six (6) months. Only General Members shall have voting power.

ASSOCIATE MEMBERS shall be supporters and/or financial contributors, or workers of the Committee On Chicano Rights, Inc. Associate members shall not have voting rights.

Membership shall commence upon payment of initiation fee and the first months dues. At that time members' name shall be added to the membership list.

Active members are entitled to one (1) vote on each matter submitted to a vote of the general membership.

Active membership is conditioned upon maintaining dues current.

All potential members shall submit a resume and committee job description.

Members must declare membership in all other organizations.

Members may hold office in other organizations, but priority must be to the Committee On Chicano Rights, Inc.

Section 3

AFFILIATE MEMBER ORGANIZATIONS may be established by two-thirds (2/3) vote of the Board of Directors and ratified by the General Assembly.

STUDENT SUPPORT GROUPS may be established by two-thirds (2/3) vote of the Board of Directors and ratified by the General Assembly.

Section 4

VOLUNTARY WITHDRAWAL Membership will be considered terminated upon written or verbal request of a member to the Chairperson or an officer of the Board of Directors. All dues shall stay in C.C.R. funds.

ARTICLE II

BOARD OF DIRECTORS

Section 1 - Duties of the Chairperson

The Chairperson shall preside over all meetings of the General Body and the Board of Directors. The Chairperson shall:

1. Oversee the duties of the Executive Director.
2. Be responsible for implementing the will of the General Body and the Board of Directors.
3. Authorize, by signature, all contracts entered into by the Corporation and approved by the Board of Directors.
4. Carry out all other duties as required by the Board of Directors.
5. Shall submit a written report to General Assembly once a month.

Section 2 - Duties of the Vice Chairperson

1. The Vice Chairperson shall preside at meetings in the absence of Chairperson.
2. Shall supervise and be responsible for the affairs of the corporation in the absence or disability of the Chairperson.
3. Perform all other duties as may be assigned by the Chairperson.
4. Shall represent the Organization at public functions at the discretion of the Board of Directors.
5. Shall coordinate the Committees.



Section 3 - DUTIES OF THE SECRETARY

The Secretary shall keep a complete record of all proceedings and the correspondences of the Corporation and the Board of Directors

It is his/hers responsibility to:

1. Send notices of meetings to members of the Corporation.
2. Keep a log of minutes and make them available to all members.
3. Keep a current roll of membership.
4. Perform all other duties usually pertaining to the office of the Secretary.

Section 4 - DUTIES OF THE TREASURER

The Treasurer shall keep the books and accounts of the Corporation; and shall perform other duties assigned by the Chairperson or Board of Directors. Payment shall be made only for bills properly approved by the Board of Directors. All checks shall bear the signature of the Treasurer. In the absence or incapacity of the Treasurer, power to sign checks may be delegated by the Board of Directors to the Chairperson and the Vice Chairperson.

The Treasurer shall be responsible for financial reports, including, but not limited to: The State of California Franchise Tax Board reports and the United States Internal Revenue Service reports.

The Treasurer shall submit to the General Body a written financial statement every four (4) months. The Treasurer shall submit a written report to the Board of Directors at the first meeting of every month.

Section 5 - DUTIES OF THE SGT. OF ARMS

1. Shall maintain order and security at all meetings and gatherings.
2. Shall coordinate all security.

Section 6 - PARLIMENTARIAN

Section 7 - GENERAL POWERS.

Members of the Board of Directors must have been members in good standing of the Committee On Chicano Rights, Inc., for at least one (1) year.

Section 8 - NUMBER AND TENURE.

The number of members of the Board of Directors shall be a minimum of five (5) and a maximum of eleven (11); <sup>five (5) officers and</sup> six (6) members-at-large. Each shall hold office for one (1) year, from July 1 through June 30.

Section 9 - ATTENDANCE.

Any member of the Board of Directors who shall absent him/herself from three (3) consecutive meetings, or five (5) overall, unless satisfactory excuses are presented, shall be deemed to have resigned as a member of the Board of Directors and shall cease to be a member thereof.

ARTICLE III

STAFF

Section 1 -

Salaried positions may be established at the discretion of the Board of Directors requiring two-thirds (2/3) vote of the Board of Directors and ratified by the General Membership.

Section 2 - DUTIES OF THE EXECUTIVE DIRECTOR.

1. The affairs of the Association shall be managed for the General Body by the Executive Director.
2. Represent the Corporation in all matters as instructed.
3. Exercise the general supervision over the affairs of the Corporation.

Section 3 - DUTIES OF THE EXECUTIVE SECRETARY.

ARTICLE IV

MEETINGS

Section 1 - BOARD OF DIRECTORS.

Regular meetings of the Board of Directors shall be held once each week.

Section 2 - GENERAL MEMBERSHIP MEETINGS.

General Assembly shall meet once a month. The Board of Directors shall set time, place and date of meetings. At General Assembly meetings there shall be reports from the Executive Director; Chairman of the Board; and all heads of Standing Committees.

Section 3 - ANNUAL MEETINGS.

An annual meeting of the General Body shall be held for the purpose of transacting such business as is deemed proper and necessary and for the election of members to the Board of Directors. Annual meetings shall be an awards banquet and the largest fundraising event of the year.

Section 4 - COMMUNITY MEETINGS.

Community meetings shall be called at the discretion of the Board of Directors.

Section 5 - EMERGENCY MEETINGS.

Any emergency meeting may be called by any three (3) members of the Board of Directors. If a meeting cannot be held, a telephone straw vote may be substituted. A reasonable attempt must be made to contact all Board members.

Section 6 - SPECIAL MEETINGS.

Special meetings of the General Body may be called by the Chairperson or any

member of the Board of Directors, with the approval of not less than one-third (1/3) vote of the Board of Directors.

Section 7 - SPECIAL BOARD MEETINGS.

Special meetings of the Board of Directors may be called by, or at the request of, the Chairperson or any two (2) Board members. The person or persons authorized to call Special Meetings of the Board may fix any place within the County of San Diego as the place for holding any special meeting of the Board called by them. (Telephone Poll?)

Section 8 - NOTICE OF MEETINGS.

Notice of any meeting of the Board of Directors shall be given at least twenty-four (24) hours in advance by telephone, or two (2) days written notice. If an emergency is deemed present, a shorter notice may be necessary.

Section 10 - NOTICE OF GENERAL MEETINGS.

Written, printed and/or telephonic notice stating the purpose, place, day and hour of any meeting of members shall be delivered either personally, by mail, or by telephone, not less than seventy-two (72) hours before the date of such meeting at or by the direction of the Chairperson, Secretary, or the officer or person(s) calling the meeting, Unless the Chairperson and/or the Board of Directors determines that there is an emergency present. All members shall be notified of all meetings to be held.

Section 10 - QUORUM.

If a Quorum is not present the Chairperson shall declare a Committee of the Whole. Business may thus be transacted. A Quorum of the Board of Directors shall be a simple majority.

ARTICLE V

FEEES, DUES AND ASSESSMENTS

Section 1 - INITIATION FEES.

Each prospective member will be assessed an initial fee of ten ~~(10)~~ dollars (\$10.00) upon application to become a member. Exceptions may be made by the Board of Directors, and shall be subject to periodic review and evaluation. Students will be assessed an initiation fee of two dollars fifty cents (\$2.50). Senior citizens, over fifty five (55) years of age, will be assessed an initiation fee of two dollars fifty cents (\$2.50). In-kind services shall be approved by the Board of Directors in lieu of initiation fees.

Section 2- ANNUAL DUES.

Annual dues shall be in the amount of thirtysix dollars (\$36.00) per year per person unless changed by the Board of Directors by a simple majority vote. Dues shall be payable in advance, in full, in the first month of the fiscal year, or may be paid on a monthly basis, at a rate of three dollars (\$3.00) per month. Dues shall be set by the Board of Directors and ratified by the General Assembly. Dues of a new member shall be prorated from the first day of the month in which each new member is admitted to membership for the remainder of the fiscal year of the Corporation.

ARTICLE VII

DEFAULT AND TERMINATION OF MEMBERSHIP

Section 1 - DEFAULT OF DUES.

When any member shall be in default in the payment of dues for a period of three (3) months, a notice of dues in arrears shall be sent.

ARTICLE VIII

Section 1 - MISCONDUCT.

Any member of the Corporation shall be expelled by two thirds (2/3) vote of the General Body for continued action, without good cause, which is construed as detrimental to the good order of the Corporation.

Section 2 - ACTIONS CONTRARY TO THE GOOD OF THE CORPORATION.

A member of the *Organization* on the Board of Directors may additionally be expelled for the following reasons:

- (a) Unauthorized absences from three (3) meetings of the Board of Directors or General Body meetings without justifiable cause.
- (b) Misuse of funds.
- (c) Action construed as detrimental to the order of the Corporation.

Section 3 - NOTIFICATION OF DISCIPLINARY ACTION.

Prior to any disciplinary action undertaken under these By-Laws, at least fifteen (15) days written notice of that action must be sent to the member involved stating the reasons for action.

- (a) Due process shall be the right of any member suffering the rule of expulsion.

ARTICLE IX

STANDING COMMITTEES

Section 1 - Standing Committees shall be:

- |                          |                         |
|--------------------------|-------------------------|
| 1. Fundraising           | 4. Education            |
| 2. Membership/Volunteers | 5. Finance              |
| 3. Media/ P.R.           | 6. Police Investigation |

- 7. Newspaper
- 8. Immigration
- 9. Security
- 10. Election/ Voter Education

Section 2 - MEMBERSHIP OF STANDING COMMITTEES.

- (a) Membership of Standing Committees shall not be limited as to number.
- (b) Chairpersons shall retain office for a period of one (1) year.
- (c) Chairperson may be removed by two thirds (2/3) vote of the Executive Board.
- (d) Committee Chairperson shall submit a written report to the General Assembly at each meeting.
- (e) All Committee Chairpersons shall be responsible to the Board of Directors.
- (f) The Board of Directors shall have control over all committees.
- (g) All Committees shall be advisory to the Board of Directors.

Section 3 - DUTIES OF STANDING COMMITTEES.

- 1. Fundraising Committee shall initiate, coordinate and oversee all fundraising activity and entertainment.
- 2. MEMBERSHIP/VOLUNTEERS COMMITTEE shall collect dues from all members; recruit and screen all potential members; Set up affiliate memberships; coordinate all volunteer activity; and coordinate all Student Support Groups. All volunteers must submit resume and committee job description.
- 3. MEDIA/P.R. COMMITTEE shall be responsible for maintaining open and friendly communication with mass media; will coordinate press conferences and may assist Chairperson in press conferences;

shall also be responsible for distribution of all press releases. ANY AND ALL WRITTEN MATERIAL EMINATING FROM THE C.C.R. SHALL BE UNDER THE DIRECT CONTROL AND SUPERVISION OF THE BOARD OF DIRECTORS.

4. EDUCATION COMMITTEE shall research and keep all members informed of education laws and issues; maintain communication with all other organizations involved in education.
5. FINANCE COMMITTEE shall be chaired by the Treasurer; be responsible for all monies of the Corporation; hold close liaison with Fundraising Committee and Membership/Volunteers Committee; develop and maintain potential financial resources.
6. POLICE INVESTIGATION shall research and keep all members informed of law enforcement procedures and issues; maintain communication with all other organizations involved in law enforcement agencies.
7. NEWSPAPER COMMITTEE shall be responsible for printing and distribution of Newspaper at the discretion of the Board of Directors. The Board of Directors shall have control over the entire content of the C.C.R. Newspaper.
8. IMMIGRATION COMMITTEE shall research and keep all members informed of Immigration laws and issues; maintain communication with all other organizations involved in Immigration.
9. SECURITY COMMITTEE shall provide security at all meetings and demonstrations; provide security for individuals and members at the discretion of the Board of Directors.



10. ELECTION/VOTER EDUCATION COMMITTEE

10. VOTER EDUCATION COMMITTEE shall coordinate all voter registration drives; keep all members fully informed of candidates and issues; shall also analyze election results.

11. ELECTION COMMITTEE shall be appointed by the General Assembly in April. Election Committee members shall not be candidates for office or have voting power. Responsibilities shall be:

- (a) Mailing notice and procedures for election in April to all eligible members.
- (b) To screen and certify that all nominees are eligible for nomination.
- (c) Certify all members eligible to vote.
- (d) Make ballots and mail to all members by June 1.
- (e) Set time, place and date of election.
- (f) Count votes and post results at C.C.R. office.
- (g) Supervise election process to assure and certify that all elections are fair and honest.
- (h) Voting shall be by secret ballot and in person.
- (i) No proxy ballots shall be accepted.
- (j) Absentee ballots must be sealed and/or mailed and must be in the C.C.R. office by election day.

Section 4 - AD-HOC COMMITTEES.

From time to time, as deemed necessary by the Board of Directors, special Ad-Hoc Committees shall be established for specific tasks.

ARTICLE X

COMPOSITION, MANNER OF ELECTION, APPOINTMENT AND TERM OF SERVICE.

Section 1 - COMPOSITION OF BOARD OF DIRECTORS.

The Board of Directors shall consist of the Chairperson; Vice Chairperson; Secretary; Treasurer; and Sgt. of Arms.

The Chairperson, Vice Chairperson, Secretary, Treasurer and Sgt. of Arms shall be elected to the Board of Directors by the General Body and shall serve in the dual capacity as Board of Directors and Officers of the Corporation. The term of office shall be for one (1) year. Elections shall be by secret ballot of the members of the General Body. A plurality of votes cast shall be required to elect. Vacancies occurring in the Board of Directors shall be filled by a vote of the majority of the remaining members of the Board of Directors. A Board member elected to fill a vacancy shall be elected for the unexpired term of the predecessor in office.

Section 2 - ELECTIONS.

Elections shall be held in June; under the following rules:

- (a) Only members in good standing shall be eligible for nomination.
- (b) Members in good standing must have paid dues for eighteen (18) months; attended 50% of meetings during last twelve (12) months prior to time of nomination.
- (c) Board Members At Large must be head of a committee; certified qualified for office; elected by plurality of General Assembly.
- (d) Written notice of elections shall be made to all members.
- (e) Election procedures shall be sent to all members.
- (f) Announcement of elections shall be made in April at General Assembly meeting.
- (g) Nominations shall be accepted during the first three (3) weeks in May.

- (h) A list of eligible candidates shall be posted in C.C.R. office by June 1.
- (i) On election day the members shall elect five (5) officers, and six (6) Board members At Large.
- (j) These eleven (11) persons shall constitute the Board of Directors.
- (k) The Five (5) officers shall constitute the Executive Board.
- (l) Resignation as head of a Committee shall result in automatic resignation from Board of Directors unless such resignation is to become head of another Committee.
- (m) Vacancies shall be filled by the Board of Directors.

ARTICLE XI

MISCELLANEOUS

Section 1 - AMENDING BY LAWS.

The By Laws of this Corporation may be amended, repealed, or added to, or new By Laws shall be adopted by the vote of two-thirds (2/3) of the General Members entitled to vote and present at a duly constituted General Body meeting.

Section 2 - RULES OF ORDER.

Unless otherwise stipulated in these By Laws, all questions of order or procedure shall be resolved in accordance with Robertos Rules of Order.

ARTICLE XII

CORPORATION AND/OR DISSOLUTION OF CORPORATION

Section 1 - MANAGEMENT OF ASSOCIATION PROPERTY.

Property of the Corporation may be used and/or disposed of in accordance with the directions of the Board of Directors.

Section 2 - CORPORATION.

Chapters of the Committee On Chicano Rights, Inc., may be established upon petition to the Board of Directors by responsible individuals and/or groups.

- (a) Petition must include:
  - 1. List of membership.
  - 2. By Laws, Constitution and/or Articles of Incorporation.
  - 3. List of all other affiliate organizations.
- (b) Majority vote of the Board of Directors is required for authorization to establish such chapter.
- (c) Application for affiliation must be completed prior to authorization.

Section 3 - DISSOLUTION OF CORPORATION.

This Corporation, The Committee On Chicano Rights, Inc., may be dissolved by the vote of two thirds (2/3) of its active General Members at a duly constituted meeting.

- (a) In the event of dissolution, the property of the Corporation shall be distributed as follows:
  - 1. All debts of the Corporation shall be paid in full.
  - 2. Any amounts of real or personal property remaining after all debts have been paid shall be distributed according to the Corporation Laws of the State of California.

In witness Whereof, the undersigned have signed these By Laws this \_\_\_\_\_ day of \_\_\_\_\_, 1978, at \_\_\_\_\_, California.

Misc to be discussed

Section - DUTIES OF THE EXECUTIVE SECRETARY.

Section - DUTIES OF A PARLIMENTARIAN.

FINANCIAL CODE\_\_ - All expenditures shall have prior approval of the Board.

The Chairperson, the Board of Directors and/or General Members may be compensated for expenses at the discretion of the Board of Directors for work done on behalf of the Committee On Chicano Rights, Inc/.

No Person shall represent the C.C.R. without official approval and permission.

The C.C.R. COLORS shall be shown at all meetings, press conferences, demonstrations, functions and gatherings of the Committee On Chicano Rights, Inc.

The Committee On Chicano Rights, Inc., shall not work with any organization that is not predominantly Chicano/Mexicano/Latino/Mexican-American and/or whose principal objectives do not meet the standards of the C.C.R.

ORGANIZATIONAL CHART:

## 20 ENEMY FORCES

by James Forman

### TWENTY ENEMY FORCES WITHIN A REVOLUTIONARY ORGANIZATION THAT MUST BE COMBATED.

1. Lack of practice and day to day work.
2. Loss of morale.
3. Laziness
4. Failure to study revolutionary theory and the experiences of other revolutionaries.
5. Failure to engage in criticism and self-criticism.
6. Liberalism.
7. Failure to exert leadership.
8. Lack of initiative and imagination.
9. Lack of discipline and individualism.
10. Elitism.
11. Lack of internal democracy and authoritarian actions.
12. Egotism.
13. Jealousy.
14. Sectarian attitudes and actions.
15. Isolation.
16. Adventurism and romanticism.
17. Male chauvanism.
18. Reactionary nationalism.
19. Police infiltrators.
20. Lack of administration.

## Introduction

Individuals who belong to revolutionary organizations that are seeking and working toward the seizure of state power must not only study the theory and practices of other revolutionaries, but must carefully study our own experiences and draw conclusions from those experiences that will help others. This paper is based on long experience in the revolutionary struggle inside the United States, collective discussions, wide reading of revolutionary experiences of others, intimate knowledge of many organizations in the United States and intense personal experiences in the past and currently as we struggle with many sisters and brothers and as they struggle with us.

People are urged to discuss and expand upon the contents of this paper. It must always be stressed that no written or spoken word is the definitive statement upon any subject, but only a guide for action, learning, discussion and further exploration. All of us must strive to contribute to revolutionary theory by summing up our experiences and drawing lessons for the future. A revolutionary learns a great deal from his mistakes.

To wage the ideological struggle does not only mean to try to convince those outside of revolutionary organizations, but the internal struggle in organizations and within people is a never ending process. Revolutionaries must constantly be on guard for tendencies inside a revolutionary organization that will lead to its destruction and a retarding of the revolutionary process. Constant vigilance must be exercised and corrosive tendencies fought vigorously at the time they begin to spring up. Otherwise they will grow like deadly cancerous tissues and infect the vitality and life of healthy revolutionary organizations.

Every revolutionary pamphlet, article, essay, memorandum or book is written to serve a need and this paper is written to consolidate the thoughts of many people who have had negative experiences with the tendencies listed as enemy forces within a revolutionary organization. These tendencies are manifested in many of us and in some sisters and brothers they exist to a greater degree than in others. Many organizations have failed to raise to a discussion level many of the points contained in this essay and as a consequence revolutionary struggle is not proceeding at the pace it should or could if internal struggle was waged around the implications of the twenty enemy forces within a revolutionary organization that must be combatted.

Back-biting, underhanded tactics, gossip, rumors, incorrect statements and laziness are just some of the destructive tendencies that plague some organizations that seek to call themselves revolutionaries. Struggle could be and must be waged within individuals who manifest these tendencies and others, but the tendencies themselves must be exposed and all effort must be made to correct them. Without the struggle to eliminate the cause, then other sisters and brothers will be infected with the same deadly poison and we will find ourselves constantly fighting the enemy within rather than United States racism, capitalism and imperialism. For it is impossible to fight the external enemy when one is constantly engaged in internal strife and internal strife is rampant in many organizations that call themselves revolutionary.

The revolutionary struggle in the United States, however is mounting each day and many people are learning revolutionary theory and trying to struggle with themselves and their comrades because we live in crucial times, a time when we must try to recruit more and more people into the difficult struggle against United States imperialism with all its racist forms and institutions. We must resist the destruction of our offensive work by the twenty enemy forces with a revolutionary organization.

## 1. The lack of practice and day to day work.

What we do and how we behave is usually called social practice. And social practice is the primary basis for learning and testing all our ideas. Much has been written on this subject, but Mao Tse Tung's essay, "On Practice", stands as a classic work in talking about the role and importance of concrete work and social practice. It is not my intention to restate the material contained in this essay, but the reading of that article is absolutely essential and should accompany the reading of this paper. Moreover, all revolutionaries should constantly reread "On Practice" for there are many insights contained within it and the more we struggle each day the more profound becomes the implication of actual work as the basis for learning and the testing of ideas.

People who want to change the oppressive conditions under which we live and who strive to be revolutionary but are not willing to actively engage the repressive forces of the state in struggle on a day to day basis are not very serious about the thoughts in their mind. Many people have ideas about how society should be like and what must be done to change institution and to work for a revolution. But this is not enough. Often these ideas do not conform to reality and if they do conform to reality there is only one way to test them: Try to put them to work and see if they succeed. Testing our ideas in concrete work is the only way we will ever know if they are correct. Moreover, we will never change the world if we are not prepared to work very hard each day to implement our ideas. There is an old saying that you shall know them by their deeds. This simply means that the words we utter are not sufficient. What we do is important and primary.

Quite often people look for blueprints for the revolution. They say there must be a blueprint for the new society. This is absurd. There cannot be a blueprint for the new society. We can have general ideas and stated objectives that describe how we would like to see the affairs of the world conducted. But if we fail to do any work to change the world, then all the "blueprints" in the world will not make any difference. If the four students who sat at the counter in Greensboro, North Carolina in February 1, 1960 had waited for a blueprint of the perfect society, then much of the political consciousness which we see in the United States might not exist, for the actions of those four students sparked a wave of southern student protests that has led to many developments in this country. Action was fundamental to the oppressed students throughout the south and they helped to infuse many people with a commitment to change. Their work, their day to day struggle, their social practice was paramount.

For some of us the revolutionary movement in the United States is a young one and we have made several mistakes on all fronts. But if we had not been willing to act, to engage the control forces of the state in concrete struggle, then we would not have the legacy of experiences by which we could judge correct forms of struggle. There are many dogmatic armchair revolutionaries who parade around in the name of Marxist-Leninist thought who fail to understand the creative role in the revolutionary struggle by those who do not consider themselves Marxists. Reading and studying all the classics of Marxism will not by itself help the revolutionary struggle. One must act. Action is primary. Social practice is fundamental and from our work we will learn more and more theory.

Personally, I know that we cannot make a revolution in the United States without the aid of all revolutionary thought that has been tested in practice by groups and countries that have made and are seeking to make a revolution. It is not an accident that the science of Marxist-Leninist thought has guided those who seek to make a socialist revolution. All of us in the United States must study this science in order to learn to apply it to our concrete realities. But



the fundamental thing that you learn from studying Marxism is that social practice is primary and from this arises all knowledge. The science and art of making a revolution arose from the historical actions of people and has been tested in many countries.

Revolutionary theory is important, but it is misleading and false to assume that all revolutionary theory comes wrapped neatly in a sterile package of old ideas. People who are engaged in acts against the state are guided by some form of ideas; as they work against the state or any of its control mechanisms they develop more theory based on their concrete work. It is also misleading to assume that people who have worked in the revolutionary struggle in the United States have not produced a body of material that can be called revolutionary theory. Their concrete work and their understanding of ideas of other revolutionaries have helped them to extend the volume of revolutionary theory.

We do ourselves and the revolutionary struggle a great disservice if we do not begin to realize that our concrete work in the United States must be described in writing for the benefit of all the world, especially ourselves. We must constantly sum up our work, our revolutionary efforts, our social practices so that we might learn what is correct and positive and what must be further developed. At the same time we must discard that which is irrelevant and negative. To assume that the Bolsheviks, the Chinese, The Vietnamese, the Cubans, the Algerians and other revolutionaries have not made mistakes from which they profited is not to understand that there are no blueprints for revolutions. The concrete work that we do in the final analysis is the basis for truth.

Within the United States we must realize that we are struggling to make a revolution in the most advanced technological society ever known in the history of the world, a society where the dogmatic assertions of an exclusive class struggle must be rooted in the realities of racial and national oppression. Thus our work in this country, our social practices, will lead to a body of knowledge that will enrich revolutionary theory, but this will not occur automatically. We must struggle each day against the state and its control mechanisms and constantly summarize our experiences so that we will have theories go guide our future work.

Many people with extensive social practice, people who have had long experience in organizing, sometimes do not feel they have the ability to write down those experiences, but in the United States tape recorders are readily available and all activists and revolutionaries who can talk should record their experiences on tape and transcribe them. The sensitive revolutionary organizer is aware that some people have acquired writing skills while others have not. These are accidents of history, but every revolutionary organizer must always struggle to get his fellow workers to summarize their experiences through the use of a tape recorder or through the written word. (Those with writing skills must teach others those skills.) Some people with writing skills simply do not take time to reflect and to realize that the experiences we gain in the revolutionary struggle are important and a basis for future actions.

Social practice, what we do and how we behave, is the basis for truth and the development of knowledge. The more we root ourselves in the struggles against the state and strive to enlarge our ranks—the greater our knowledge of revolutionary action becomes. As we work each day against the ruling class, we build upon revolutionary theory and we should study our own experiences and those of other revolutionaries so that we can have more effective social practice. If we fail to work each day and to organize for the revolutionary struggle, we are helping the United States imperialist powers to maintain their oppressive administration and control over the people and ourselves.

## 2. Loss of morale.

The greatest strength that a revolutionary has is morale. The higher the morale, the more efficient the revolutionary work. In other words, a defeated person mentally is a defeated person in reality. One of the reasons that the United States will not win in Vietnam is because the morale of United States soldiers is at a low ebb. Imagine an army where forty to fifty percent of the soldiers are using dope of one kind or another and many of them are heroin addicts. No amount of administrative rules will booster the morale of the soldiers fighting Vietnam because the United States is fighting an unjust war and there is no basis for morale among its troops.

Revolutionary organizers must fight to maintain their morale. Many people who start out with enthusiasm tend to drop by the wayside because they have lost their morale and have become frustrated. One of the key reasons for the loss of morale is failure to understand the long range nature of the revolutionary struggle. Revolutions do not come in instant packages or short commercials. Revolutions are a long term view of struggle. Inside the United States this long range viewpoint is essential for the odds against the revolutionary forces are immense.

In addition to taking the long range viewpoint it is necessary to realize that perfection does not come in people. We are all human and we have our positive and negative factors. Those who look for perfection in humans are going to become demoralized, frustrated and unable to function, not realizing that perfection does not exist within themselves. We should strive to develop our strengths and minimize our weaknesses. This requires considerable effort, but morale will increase as we all accentuate the positives and struggle to eliminate the negatives.

Loss of morale will result from constant in-fighting. Many of the quarrels inside organizations are a result of uneven political development and sometimes a failure on the part of leadership to recognize that its primary function is to train, to plan and to give direction. And this means that people with long experiences in the revolutionary struggle should strive to find the time and must be involved in the political education of incoming and advanced cadres.

The reason for this lies in the tremendous amount of experience that older members of an organization have acquired. Their social practice, their accumulated day to day work—usually gives them insights into struggles against the state, insights in how to deal with internal conflicts, insights into the mobilization of people and insights into the application of revolutionary theory.

Leadership has the responsibility to share its experiences with new members of an organization. If it does not do this, the results will be disastrous sooner or later, for the new member will not have a method by which he can participate in the experiences of the older members of the organization, leading to an uneven political development.

Those in leadership positions must realize that the morale of people is very important to the revolutionary struggle and the actions of leadership reflect on the morale of the people. Organizations and people who are selected for leadership positions must always strive to maintain their revolutionary principles and not betray the confidence of their members and people in general.

Some people in the revolutionary struggle lose their morale because they do not have a method of changing the stagnation that is often apparent in some organizations. This is a result of an authoritarian structure. Leadership must constantly avoid authoritarian structures and actions and strive for an interaction between the base and the top not only in theory but in practice. Failure to hear and to act on the correct ideas that spring from the base will lead to a loss of morale and a retarding of the revolutionary struggle.

Sometimes people lose their morale because they believe in the cult of the personality and are often betrayed by the great "leader." It is very dangerous and idealistic to place faith in the great "leader" rather than principles and collective organization. Too many people have had their hopes raised by the "leader" only to have them dumped when the leader goes astray. The fault is not only in the so-called leader but in the failure of people to realize that a people's movement must be guided by the people and not by the great "leader."

Women lose their morale through the actions of male chauvanists who fail to realize there is a special oppression of women in the society and often in revolutionary organizations as well as the home. Some brothers have dismissed the complaints of sisters as women's lib. "We're all exploited. No such thing. I don't exploit you, bitch. What do you mean. I'll knock the shit out of you, if you keep pushing that crap."

Stated long range goals, a firm political education program that studies the revolutionary experiences of all people, and concrete work each day—these are the three best prescriptions for combatting loss of morale and sustaining the morale of the revolutionary organizer and members of revolutionary organizations.

### 3. Laziness

Much of the rationalizing of the failure to do day to day work comes from plain laziness and a failure to understand the urgency of the work that must be done. Perhaps there is a psychological basis for laziness and this subject needs to be further explored, but many people have acquired lazy habits from street life, as children, students and community organizers and still wish to be known as revolutionaries. Revolutionary organizations must eliminate the lazy person from its ranks, for the effects are corrosive and tend to demoralize those who are disciplined and who work very hard.

### 4. Failure to study revolutionary theory and the experiences of other revolutionaries.

A serious person committed to revolution in the United States cannot ever take the attitude that we do not have something to learn from all revolutionaries. We must build upon all revolutionary thinkers and test our ideas in practice.

It is important to read and to study biographies and works about revolutionary thinkers. This type of reading gives insight into some of the background material and references that are often cited in the writings of revolutionaries. Books about the political economic and social developments within revolutionary countries are important. Some books that are supposed to be critical of revolutionaries and revolutionary countries are often useful if one reads critically. Naturally there is no substitute for reading primary sources, but it must always be stressed that one cannot read primary sources one time and expect to gain all the wisdom contained in these works. Revolutionary works as well as all other important works must be read and re-read and we will gain more knowledge as we read again.

All those seeking to engage in revolutionary struggle should make a priority of acquiring revolutionary books. We can still buy books in the United States—some books. But it is not unreasonable to assume that there will come a day when revolutionary books will be banned from bookstores. We should resist this possible intention, but we should prepare for it by acquiring all the books possible on political and military struggles anywhere in the world. All inputs of information on revolutionary struggles will increase our understanding and commitment.

Where possible we should strive to keep articles and stories that appear in revolutionary newspapers and magazines since many fresh ideas first appear in these forms. In order to keep abreast of current events we must read establishment newspapers and magazines and sometimes this gives us information on the intentions of the United States government.

Political education means that the revolutionary must keep abreast of the changing circumstances in the world. Without knowledge of what is occurring in the world the revolutionary organizer and revolutionary leadership will not be able to shift direction when that is required.

In some organizations revolutionary theory is not systematically discussed and people flounder and stumble upon revolutionary concepts the best way they can, often distorting the ideas of revolutionary thinkers.

And some people who parade as revolutionaries have done the black struggle in this country serious harm by attacks on Marxism as a white ideology written for white people. One leading personality used to preach that Marx was a honky and had nothing to say to black people. All these statements and many more have had their negative effects. Rapidly, people are repudiating this poison and beginning to understand that there are scientific truths in the works of Marx and Lenin, Mao Tse Tung, Kwame Nkrumah, Fanon and many other revolutionary thinkers.

People who attack Marxism as a white ideology are not serious about revolution. Many of the sciences that we study each day in some form were developed by the accumulated wisdom of people including white people. We utilize scientific discoveries regardless of the race of the person who is credited for the discovery. Those who attack Marxism as a white ideology simply do not understand and refuse to recognize the scientific truth contained in the discoveries of Marx about the functioning of societies and how revolutions are made.

Political growth will not come simply through social practice, although this is primary and must never be minimized. However, revolutionary study must accompany practice. Political growth is essential and political growth will come through reading and intensive study of the revolutionary experiences we acquire and those of others. Coupled with concrete work against the repressive forces of the state, we are armed for the intense struggle that we must wage.

There is nothing perfect in the world and nothing is fixed. All things change and are constantly changing. One of the ways that revolutionaries have of improving upon their ideas and experiences is to subject those ideas and experiences to the criticism of others. Collective discussions about plans, methods of work, ideas and policy decisions will produce greater results than unilateral actions. And the more people who bring their wisdom to bear on a subject the greater the reflection of reality. Criticism improves the quality of the work that we are seeking to do in the name of revolution.

##### 5. Failure to engage in criticism and self criticism

To fully understand the implications of criticism and self-criticism we should strive to master dialectical materialism, a world outlook that holds that all events are rooted in material substances that can be verified by observation and must be understood in their historical development, their interconnections, their changes, their development from one stage to another and interdependence upon all other forms of matter. In his essay, "On Contradiction," Mao Tse Tung sets forth a detailed analysis of dialectics that must be studied. Again, it is not my intention to summarize Mao's thought. Rather I refer to this essay and the need to understand dialectical materialism so that the scientific basis of criticism and self-criticism is clearly understood.

There is nothing perfect in the world and nothing is fixed. All things change and are constantly changing. One of the ways that revolutionaries have of improving upon their ideas and experiences is to the criticism of others. Collective discussions about plans, methods of work, ideas and policy decisions will produce greater results than unilateral actions. And the more people who bring their wisdom to bear on a subject the greater the reflection of reality. Criticism improves the quality of the work that we are seeking to do in the name of revolution.

Once we have taken actions and implemented plans it is absolutely necessary to constantly evaluate those actions and plans and to bring to bear collective discussions and criticism. What were the positives; what were the negatives; where was strength exhibited and where was weakness displayed. We study our strengths in order to maximize them and our weaknesses in order to eliminate them and thus grow stronger.

Sometimes we fail to recognize that criticism and self-criticism must stem above all from a desire for unity. Some people do not have the strength to criticize or often criticism is all negative without pointing out the good points. No action is all negative. Somewhere there are some positive points in the actions we have performed. And it is the duty of the brother and sister who is striving for unity to not only criticize but to take into account the historical development of an organization, a person, or an action performed by the group.

Self-criticism is sometimes the hardest task for many of us. We often can see incorrect actions in others but fail to assess our responsibility for those actions, and sometimes people think they are above criticism leading to an authoritarian style of work. Within a group we must ask people to give criticism of themselves so that they develop the habit of self-criticism and we must always examine ourselves for mistakes. Many times people point the finger at the political unit or members within the unit without realizing that all the members of a political unit or group share equal responsibility for actions.

The objective of criticism and self-criticism is to bring about greater purpose of will. Transformation of old habits and ways of thinking and methods of carrying out work will not come about without criticism and self-criticism. Without such transformation we often retard the revolutionary struggle.

Leadership, especially, must set the style and tone of criticism and self-criticism. It must constantly evaluate its actions and infuse this spirit in others. Where leadership is authoritarian, certainly the spirit of criticism and self-criticism will not prevail and just as certain the organization that does not engage in this practice is marked for doom and a reactionary role in the revolutionary struggle.

Some people erect many ego barriers and defense mechanisms that prevent criticism and self-criticism. Then too some people engage in criticism at a very low level, without offering alternatives or suggestions for improvement.

Criticism and self-criticism that strives to consolidate a unity of will and to transform incorrect habits and ways of actions is the most valuable weapon that a revolutionary organization possesses and it must be cultivated as a tender young rose among a field of weeds. The strength that we will all derive from criticism and self-criticism is beyond measure and absolutely necessary for the rough days ahead and the fulfillment of any revolutionary objectives.

## 6. Liberalism

In his essay, "Combat Liberalism," Mao Tse Tung has clearly defined many forms that liberalism takes and the destructive nature of this tendency. We have placed this entire short essay as an appendix, and the study and constant discussion of

its contents is mandatory to fully understand this paper. In my personal experiences and observing and interacting with many others I have found the contents of this essay illuminating. Many people after reading it have had a scientific basis for criticism and self-criticism. Inside the United States with its stress on compromises, individualism and low level political discussions—many of us are affected by liberalism. In essence liberalism is the refusal to engage in principled ideological struggle inside and outside of a revolutionary organization and if we are truly revolutionary we will struggle to eliminate all forms of liberalism from our social practice.

## 7. Failure to exert leadership.

As we have stated, the primary function of leadership is to train, to plan and to give direction. In order to do this leadership must be thoroughly acquainted with all phases of the struggle—political, military, cultural and economic. Leadership must read widely and study developing trends in the world and within the territory in which it fights. Under no circumstances can anyone in a leadership position reflect a lazy, know-all attitude. Leadership requires hard work, a willingness to sacrifice time and energy and to work each day to help implement revolutionary objectives. Above all leadership must strive to thoroughly master the science and art of making a revolution.

Many conflicts in organizations are really conflicts in the leadership and the failure of leadership to understand that its function is to give direction and to plan. Leadership shows its courage and wisdom in the plans that are formulated and its willingness to train people to implement those plans. Quite often people confuse leadership with the giving of orders or the unilateral execution of some "daring act." But this is hardly the case and reflects an authoritarian spirit and adventurism.

Some people in leadership positions fail to plan either through incompetence, laziness, a loss of morale or a confusion of roles. Sometimes the last point arises when people in leadership positions do not take the necessary time to plan, to investigate the facts, to study concrete situations, to read revolutionary material, to summarize experiences, to heed the demands of the base, much less people outside its organization. Helter-skelter-random activity, failure to pursue agreed objectives, constant shifting of activities, failure to train and to educate new members and to recruit, liberalism, inadequate planning of long and short range goals, disregard for the importance of meetings, constant infighting—all these are forms of failure to exert leadership. And these tendencies have a disastrous effect upon the base and cause a loss of morale and disintegration of revolutionary work.

Leadership which strives to be authoritarian, demanding blind loyalty and the rigidity of the green berets is a leadership that is not only faulty but the type of leadership that will find itself without a base, with more former members outside the organization than within.

Eliminating from positions of power those who fail to exert leadership is not an easy task and in an authoritarian organization such efforts often lead to brutality and terror against those who dare to criticize in the interest of revolutionary work. Hence it is absolutely essential that sincere people evaluate very carefully those they select to install in leadership positions. And in organizations they seek to join they must pay close attention to the leadership structure and how it is composed, by what methods of work does it carry out its functions, its movement history, class attitudes, relations with fellow workers and treatment of women.

Careful selection of leadership and controls to insure that the leadership is responsible to the base are the two most important considerations for a sincere, dedicated revolutionary who does not want to work alone, for that is futile in the long run.

People in leadership positions cannot be liberal with each other and must constantly assess whether they are performing a correct role. The members and cadres of a revolutionary organization have an indisputable right to demand that all those in leadership positions perform in the interest of the organization and the revolutionary struggle. Moreover, they have the indisputable right to replace anyone in leadership position who betrays the rules and regulations of the revolutionary organization and retards the revolutionary struggle. But power is not something that people give up easily and usually they do not without a fight.

## Part II

### 8. Lack of initiative and imagination

The initiative is an advantage in warfare and in concrete revolutionary struggle and organizing. Guided by objectives, rules and regulations, the revolutionary organizer must always strive to initiate forms of work that will help the revolution. To sit and wait for orders, specific details of every assignment and never to use our creative imagination is to retard the revolutionary struggle. No books will ever give all the details for action in every specific situation. Marxist-Leninist thought is not a dogma but a guide to action. Intense creative powers must be applied to the revolutionary struggle wherever we fight. Wide reading of the revolutionary experiences of others, the acquisition of skills, study and a determination to engage in constant practice will all lead to an increased capacity to assume the initiative and creatively use our imagination.

### 9. Individualism and lack of discipline

Discipline implies self-control, a willingness to submit to the rules and regulations of an organization and a willingness to follow the authority that must be exercised in a revolutionary organization. Based on an understanding of the objectives of the revolutionary organization and a need to work consistently in an orderly fashion—using initiative and imagination—organizational and self-discipline can be acquired.

People often disregard discipline because they have not given up the traits of individualism which is rampant in a capitalistic society. Arriving late for meetings, failure to execute details, performing work in a sloppy manner are all signs of the lack of discipline. Naturally, disregard for the rules and regulations of an organization stands at the apex of individualism and a lack of discipline. These tendencies must be weeded out immediately for they have a deadly effect upon the morale of people who are disciplined.

Discipline can be increased by the acquisition of address books, appointment calendars, diary pads, three by five cards for addresses that can be filed without retyping and a refusal to take on more work than one can handle. Extreme security must be taken with addresses.

A unity of will and purpose can never be achieved without conscious efforts of all members of a revolutionary organization to strive to achieve the maximum discipline. When we give our word that we are going to do something, this carries a burden of responsibility and trust and all efforts should be made to keep our promises. Often quarrels and disagreements have arisen in organizations because people have failed to keep their word and promises. Revolutionary work has been retarded because this or that comrade has said that he would take such and such responsibility and failed to deliver at the proper moment.

As the armed struggle in the United States escalates, the importance of discipline will increase. It is not easy to acquire conscious discipline. Even many who are forced to discipline themselves on jobs for fear of loss of pay and dismissal refuse to consciously discipline themselves in a revolutionary organization. (Good work habits should always be discarded.) Actually a lack of discipline is a disregard for the feelings of others and an egoistic assumption that your actions are more important than the group's or some other brother's and sister's.

When we enter groups and organizations we have automatically pledged to give up something of ourselves for a greater unity and we must expect that greater unity to exercise some control over our actions. We no longer can think of just ourselves but of the group, the political unit, the political education and group study are the two best methods for instilling discipline in all members, because discipline must be conscious. An intense love for the revolutionary struggle which will come through constant political education and day to day work stimulates a greater desire for conscious discipline in revolutionary work.

Thus, to build discipline and eliminate individualism we must stress, constant political education, criticism and self-criticism, the appropriate use of censure. Ultimately, revolutionaries must purge from their ranks those who consistently violate organizational discipline.

#### 10. Elitism

Many people and organizations take an elitist attitude when they think their small numbers are the cream of the crop. Students in particular are full of elitist concepts due to their educational and class experiences but there are many other people who judge themselves as vanguard forces, regardless of the size of their ranks and some of their social practices, revealing elitist tendencies.

Elitism tends to make people very sectarian and instills a dislike for mass work and love of people. Those who do not understand the laws of history and the role that millions of people will play in revolutionary activity will fall prey to elitism, isolate themselves and become ineffective.

#### 11. Lack of internal democracy and authoritarian actions

No person or revolutionary organization will grow successfully if internal democracy is not practiced. The form of internal democracy will vary according to the nature of the work that an organization is trying to carry out, but collective discussions must exist regardless of the size of the collective.

Some brothers and sisters are confused about internal democracy thinking that all members of an organization must be present before any decisions can be reached. This is ultra-democracy and can never be achieved in practice.



In some organizations calling themselves revolutionary people are constantly purged because they failed to obey the whims of some authoritarian person in charge. Strong political units that are not afraid of authoritarian actions and actively combat them must be built to insure that the revolutionary process is accelerated.

There is a distinction that must be made between individual authoritarian actions and the collective authority of a group. Nor should it be assumed that once a group has invested power in some person that he should not exercise his authority, but power should not be invested in anyone who is not willing to promote collective discussion and internal democracy.

## 12. Egotism

We are not using the term egotism in the sense that people should not be aware of themselves. In psychological terms we all have egos. Rather we are accentuating a tendency that expresses itself in conceit and the dwelling upon one's self and one's interests. Many people in political movements have used organizations to build themselves rather than the organization. They have willfully disregarded the interest of the brothers and sisters who worked with them and concerned themselves only with their own interest and social mobility within the ranks of progressive and revolutionary forces. They have lied, cheated, plotted, disregarded organizational rules, plundered resources and abused the trust and confidence that people have placed in them.

Egotism is rampant in the United States and is a reflection of the drive for profit and social mobility, characteristics of a capitalistic society. Egotism flourishes in organizations that do not have stated rules and objectives and a membership base that is afraid to challenge the actions of the egotist.

Egotism is manifested in many different forms:

- a) The egotist usually refuses to do detail work, thinking that he or she is above the day to day, tedious work that is necessary to build a revolutionary organization.
- b) The egotist is unwilling to struggle with other members of the organization, assuring they are ignorant or stupid or not at the proper level of development.
- c) The egotist tends to be elitist in outlook, believing in the privileged few.
- d) The egotist, therefore, actually has a disregard for the masses, although rhetoric is often couched in terms of the people.
- e) The egotist seeks his own personal advantage in most situations.
- f) The egotist is very authoritarian.
- g) The egotist is usually chauvanistic. We have known some popular egotistic revolutionary heroes who consistently beat women and/or kicked them out of bed after intercourse. (There are many subtle forms of chauvanism but these examples are real.)
- h) The egotistic person hoards information. When there is a travel assignment in the name of the organization, the egotistic person is concerned with his or her own advantage and not that of the organization that the person represents.

Egotism must be fought all the time, for it appears in various forms in all of us. Absolute vigilance about the rules and regulations of an organization is essential and no person must be permitted to violate them without censure and ultimate expulsion, if necessary. It follows that without rules and regulations, as we have stated, the egotist will have a field day.

Constant political education and intense criticism are vital. Often the egotist will agree with a criticism but violate the spirit of the session immediately after its over.

Many of us have seen important political units and organizations crippled by the egotistic actions and words of many people. The class basis of egotism must be thoroughly examined, but where egotism flourishes it can readily be determined that it is an authoritarian organization whose members are weak politically and do not understand the role of criticism and self-criticism.

### 13. Jealousy

Webster's unabridged dictionary defines jealousy as suspicion, and apprehension of rivalry. Seldom is jealousy discussed within the ranks of revolutionaries because it is usually assumed that this emotion does not exist, but this is hardly the case. People and organizations have often indicated jealousy of each other, masking this tendency under some form of revolutionary jargon or back-biting tactics. Some people fail to do what they are supposed to do on the theory that they do not know what others are doing and therefore they cannot function. At base in some of these arguments is jealousy and a low level of organizational development and political experience.

Jealousy will lead to inaction and a greedy, selfish tendency, trying to hoard up everything for one's organization and refusing to realize that in a revolutionary struggle we must share experiences and resources in order to make the ranks of revolutionaries stronger and stronger.

### 14. Sectarian attitudes and actions

Sects are usually small, exclusive and narrow minded. Within the ranks of revolutionaries there are many people and organizations that take a narrow view of the revolutionary process, insisting that some dogma they inherited twenty, thirty, forty, fifty, or sixty years ago is the only correct approach to revolution.

Within the United States there are many small organizations that absolutely refuse to join the ranks of a larger unity not because they disagree in principle but because they will have to relinquish some of the prestige and glory of their little sectarian corner of the revolution. Often it is best to let sectarian groups wallow in their egotistic myths, for in a larger unity they bring these attitudes, often demoralizing fresh and new forces that are serious about revolutionary action.

### 15. Isolation

In my paper, Three Tactics, we have dealt with the problem of isolation at great length. In essence, sectarian attitudes, jealousy, elitism, refusal to do mass work and incorrect political training, all lead to isolation and a retarding of the revolutionary struggle.

### 16. Adventurism and Romanticism

Usually when people speak of adventurism in the United States they are putting down military forms of struggle, and this is not the point I am trying to make. However, not to realize that revolution in the United States is the work of millions of people and not a small group of military specialists is to take an adventurist and romantic attitude toward revolution, usually caused by extreme frustration and a failure to study dialectical and historical materialism, the method and science of how revolutions are made.

17. Male Chauvanism

See Three tactics.

18. Reactionary nationalism

See Three tactics.

19. Police infiltration

The greatest danger facing revolutionaries in the United States is not police infiltration, but a refusal to organize in such a manner that police infiltration will be minimized and eliminated. People are often brought into revolutionary organizations without a thorough check on their backgrounds. Often all they have to do is to present themselves and they are automatically made a part of the working force and inner circles. This is a fault of the organization and not a credit to the police infiltrator.

The revolutionary movement in the United States has not reached the point where police infiltrators are killed after they publicly reveal their role in helping to destroy an organization or frame one of its members on trumped up murder charges or a conspiracy, but this day is fast approaching.

The best safeguard against police infiltrators is to take the long range view of history and test people in practical, day to day work, checking on their background, points of view, statements and actions. Secrecy in certain organizational matters is another protection from police informers.

One cannot be too careful, but at the same time mass political work must be stepped up, for it is impossible to make the total population police informers. In fact police informers and frame-ups are a deliberate part of psychological warfare waged upon an oppressed people. The more the government can make the people feel there are informers everywhere, the more resistant to organizational work they will become.

Concurrent with police infiltrators is police surveillance. The simple device of not using the telephone very much will help eliminate some forms of police surveillance.

20. Lack of administration

Within the ranks of some revolutionaries there is a dislike for administration, for it usually involves office work, typing, filing, writing reports, etc cetera. Sometimes people have not been trained in administration and therefore erect defense mechanisms against this type of work on the basis of what they are doing in the field is more important. Often administration is relegated to sisters from a conscious and unconscious male chauvanist position that woman should do the office work while the brave male is out making the revolution.

Actually, administration is one of the most important tasks of revolutionary work and cannot be considered something that is not significant. Control and discipline are impossible without an administrative apparatus. Initiative and imagination becomes spontaneous and lessons learned from revolutionary work are lost. An administrative network helps to codify and to spread the political lessons learned from actual work to other members of the revolutionary organization and to the revolutionary movement in general.

Big business and the United States government have the people's money to operate administrative networks. They have plundered our labor and stolen our riches and take that money to further control us with the Federal Bureau of Investigation and the Central Intelligence Agency. But there are many thousands of other administrative networks that the oppressors use to control the exploited population. Vast sums of money are spent on the latest research and computer management that will further the interest of the imperialists while some of us in the revolutionary struggle do not have adequate typewriters, mimeograph machines, much less printing operations or the use of the latest communication devices.

But administration is something that we must all discuss and raise to a new level of awareness, for without efficient administration we will retard the revolutionary struggle. Every revolutionary must spend time learning how to type so that we can do our work more efficiently. That is the basic tool of administration in this highly technological society.

Many of our brothers and sisters have performed services for the giant corporations and are still committed to revolution. In these functions they have learned new skills in programming and management that the ranks of revolutionaries could desperately use. We must stretch out, politically educate many people with technological skills and bring them into the ranks of the revolution. We fail to do this at our own peril and we will continue to administrate with horse and buggy while the imperialists use the latest in computer management.

Under no circumstances will our administrative network ever equal those of the imperialists, but we could make more efforts at simple letter writing and report writing and share these with our brothers and sisters. Many meetings take a long time because the organizer wants to share all of his experiences with the group. He or she has been working in isolation and when the political unit meets there is an urgency to talk about work that has been done, usually highlighting many details rather than the essence. Written reports save much time and they can be shared with others.

Some will argue that the intelligence network of the United States makes it a security risk to write reports. This is extreme paranoia and a failure to realize there are some things you write down and some details are omitted, but the revolutionary movement will not grow if people do not share their experiences through the written word. This fear of the government cannot stop the population once it is armed with ideas and a determination to make a revolution. Writing experiences and using those experiences to teach others is an important tool in the revolutionary struggle.

Stress must be placed on discussion of written material, for we usually do not grasp all the essence of a written report or document with a quick reading. We must strive to internalize the lessons of revolutionary experiences and that comes through discussion, criticism and self-criticism.

Administration must be stressed, for all of us are in the process of learning how to make a revolution in the most technological society in the world and the wisdom that we are acquiring must be passed on to future generations. Among many colonized people the oral tradition is very strong, but when passed on orally many insights are lost from generation to generation.

Some revolutionary organizations do not have a historical file and many leaflets and newspapers that are published are lost, no copies can be found, the files are in disarray. This is a lack of administration and a criminal waste of energy. Every revolutionary organization, political unit or cell must assign someone as the keeper of records. Systematic filing of leaflets, bulletins, reports and minutes should be done by someone who is security cautious and all the members of a political unit should struggle to keep their own individual files. Material passed out at a meeting must be kept in a safe place, for we never know when it might be useful. It is again criminal for a people to lose their records and not to have copies in more than one safe place.

Perhaps the first step in overcoming the lack of administration is to recognize that no organization will ever grow to its potential if it does not have an administrative network and that administration is not shit work, but a vital part of the revolutionary struggle. Every member of a political unit or revolutionary organization must be concerned with the administrative network that belongs to the organization.

One aspect of administration that is often ignored at great damage is that of fund raising and resource gathering. In the final analysis the base of an organization must be totally responsible for supplying the necessary funds to carry out revolutionary work. If we fail to organize fund raising at the base, we are not involving people to the extent where they feel politically responsible for the growth of the revolutionary organization.

Taxation of the community and the membership must become the standard by which we ultimately raise money for revolutionary work and this will be easier if we are truly serving the people. In this respect we should thoroughly understand that a financial contribution to a revolutionary organization is a political act, an act that must be multiplied. If our programs and objectives are clear and revolutionary and if our social practice is worthy of the people's respect—we will not have much difficulty in finding financial support.

Every revolutionary must have food, clothing and shelter. Some can get jobs in this country and some cannot. Welfare is often ignored out of stupidity. Where possible we should utilize the small amount of money that is provided by the welfare system. It will at least provide us with food and some shelter.

Only until we realize that the fund raising machinery of a revolutionary organization is perhaps one of the most vital parts of administration will we begin to gather some of the resources we need to survive and to help make the revolution.

We have stressed the role and importance of administration in the general sense, giving only a few details of how it might be improved, but additional ideas will come when every revolutionary seeks to find those persons who might help in administration—research, fund raising, communications, printing and publishing, and organizing. For the good organizer is a good administrator. And we cannot establish an efficient administration without organizing.

Inside the United States many of us are in the process of summing up the experiences of the sixties and preparing for the long years ahead, especially the decade of the seventies. We have acquired much experience in the last ten years and there have been many profound changes in the consciousness of people. The changes that have taken place in the minds of many people cannot be underestimated. We will become very frustrated if we fail to realize the tremendous difference in the political consciousness of people today and the consciousness that existed in the beginning of the sixties. That change did not come about just through discussions, but rather concrete struggle against the oppressive forces of the state.

Many people in the future will ignore the history of the sixties, to their own peril. One lesson that stands clear to many of us is the absolute necessity to wage the ideological struggle and to stress the importance of revolutionary theory. The police infiltration and surveillance, the many forms of cooptation, the difficulty in maintaining revolutionary commitment, the betrayal of many of our friends and former associates, the observation that many people who once were revolutionary long years ago are today irred and enjoying a good living—all these phenomena are best combatted by waging the ideological struggle and striving each day to engage in concrete work, fighting at all times to keep our morale and revolutionary commitment.

James Forman was born in Chicago in 1928, and grew up in a working-class neighborhood on the city's South Side. Upon graduation from high school he entered the Air Force, serving four years there. A veteran of the Korean War, he continued his formal education during the fifties.

The emerging Civil Rights struggle in the latter fifties—and the Southern student movement in particular—had a stirring effect upon him. On assignment as a reporter for the Chicago Defender in 1958, Forman travelled to Little Rock, Arkansas, to gather information concerning the aftermath of the school desegregation crisis. Not content with mere reportage, however, 1960 saw him involved as an activist in Fayette County, Tenn., where he came into contact with the then recently formed Student Non-Violent Coordinating Committee (SNCC). Forman was elected Executive Secretary of SNCC in 1961, a post which he held until 1966, when he resigned. In 1967, as International Affairs Director of SNCC, Forman travelled extensively throughout the African continent, representing SNCC at the UN International Seminar On Apartheid in Lusaka, Zambia. In winter of the same year he spoke before the Fourth Committee at the UN.

Seeing in the Black Panther an "extension of Frantz Fanon's concept of the lumpenproletariat as...the most revolutionary force in a colonized situation," Forman assumed the role of Minister of Foreign Affairs of the Panthers in February, 1968—a post he resigned the following July. From here he began work on the Black Manifesto, becoming Field Director of the Black Economic Development Conference (BEDC) in 1969. A member of the League of Revolutionary Black Workers in Detroit, Forman has recently become Executive Secretary of the Black Workers' Congress.

In addition to his daily political activities, Forman is committed to the recording of his experiences on paper—what many other dedicated black revolutionaries in the U.S., unfortunately, have failed to do. A most important work is his political autobiography, The Making of a Black Revolutionary (Macmillan), to appear in Fall '71. More than just a personal analysis, this book delves into the essence of the black struggle as it passed through the forties, fifties, and sixties, with great emphasis placed upon the entire SNCC experience. Also in progress is a work centered around the life of Frantz Fanon.