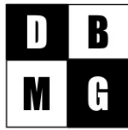


Diablo Black



Men's Group

DIABLO BLACK MEN'S GROUP, INC. PURPOSE AND BYLAWS

This document contains the purpose and bylaws of the Diablo Black Men's Group, Inc. (DBMG); a socio-economic support group. These bylaws are intended to serve as working rules to maintain order and an effective organizational structure. DBMG is a not-for-profit 501 C (3) organization and will abide by the requirements of federal laws and those of the State of California.

PURPOSE

DBMG MISSION STATEMENT

“To promote fellowship among black men, to help African-Americans and other minorities in the Diablo Valley actualize full citizenship including liberty, good health, social equality and economic vitality.”

STRUCTURE

The Executive Committee “EC” consisting of a Chairman “Chair”, Co-Chairman “Co_Chair”, Treasurer, Facilitator, Recorder, the Chairman Emeritus, and Team Chairmen “Chairs” shall govern DBMG.

To ensure that DBMG maintains an ongoing commitment to our spiritual growth and development, the EC has created the position of DBMG Chaplain.

To ensure that DBMG maintains a chronological record of significant events, the EC has created the position of DBMG Historian.

To aid in the accomplishment of its mission, DBMG will form standing committees known as “Teams.” Teams will be empowered to act in areas and on issues deemed appropriate by the EC.

The current teams are:

- Membership, Business & Networking - Hereafter called the “Membership” team
- Education, Public & Civic Affairs - Hereafter called the “Education” team
- Social

- Health & Wellness.

Existing teams may be discontinued or new teams added by majority vote of the entire membership and implementation by the EC. ¹

Upon formation, a team will develop its Mission Statement and organize to fulfill it. Each team shall elect a Team Chair to facilitate and conduct meetings. When necessary, the EC may appoint / replace a Team Chair.

Each team shall be represented by its Chair at EC Meetings. If a Team elects to have both a Chair and Co-Chair, both may attend the EC meeting. If neither the Team Chair or Co-Chair can attend the EC meeting, another team member will be appointed to represent the team.

TEAMS

Membership Team Mission Statement:

Attract and retain professional men who express the desire and commitment to support the goals and objectives as stated in the Bylaws of DBMG. The Membership Team shall create outreach opportunities with business, community partners.

Education Team Mission Statement:

To monitor and appraise DBMG membership regarding issues that impact and influence policies on education, public and civic affairs of our community.

Social Team Mission Statement:

To celebrate the legacy of Brotherhood and Fellowship through fun and entertaining social activities.

Health & Wellness Team Mission Statement:

To promote and support an optimal quality of life for DBMG members and their families.

MEETINGS

¹ On January 19, 2013, the EC and the General Body voted to merge the Membership Team with the Business & Networking Team. The new team is called the Membership, Business & Networking Team or "Membership Team".

DBMG shall hold all-members meetings once a month (except June, and December) for the purposes of fellowship and resolution of ideas through proper business discussions.

Attendance:

- There shall be ten (10) all-members meetings annually.
- Each team shall meet a minimum of 6 times a year. The Team Chair should be prepared to present any and all ideas, activities, issues and progress to the general membership at least once per quarter for the purposes of discussion, resolution and follow up activity.
- All officers of the EC shall attend a minimum of 7 of 10 monthly all-members meetings and 8 of 12 EC meetings per calendar year and shall be in good standing. A Team Chair must attend 7 of 10 all members meetings, 6 team meetings per calendar year, and assure that his team is represented at monthly EC meetings.

If an officer of the EC is absent for four (4) EC meetings the Recorder shall notify the Chair in the third such meeting. Prior to the next meeting the Chair shall contact the officer to ascertain the reason(s) for the absences and his interest in continuing as an officer. At the next EC meeting, the Chair shall report on the reasons for the officer's absences and his continuing interest in serving as an officer in DBMG.

Summaries of team meetings, including team meeting attendees, shall be prepared and transmitted to the Recorder. If a Team Chair is absent for three (3) of six (6) meetings, the Recorder shall notify the DBMG Chair upon the third absence. Prior to the next scheduled all-members meeting, the DBMG Chair shall contact the Team Chair to ascertain the reasons for the absences and his interest in continuing as the Team Chair.

The EC reserves the right to remove, replace and/or reassign as necessary any EC Members.

Participation:

Each member should put forth an effort to contribute to the discussions of DBMG. Contribution of new ideas, thoughts, topics, and issues is encouraged. The meeting shall be conducted in an orderly fashion. The forum shall be casual and open so that any and all members may express their comments.

MEMBERSHIP

Requirements:

- Invited guests may visit one (1) all-members meeting at no cost for the meal. If the guest is a prospective member, he may attend a total of two (2) all-members meetings to determine his interest in joining the group at a cost of for the second meal which can be paid by the DBMG member extending the invitation. Following the 2nd all-members meeting attended by the prospective member, he must decide whether or not to join. If he decides to join, he will be assessed applicable fees and dues. Please refer to the assessment, initiation and dues section.
- It is required that each member be equipped with, or have access to, Email via a computer or mobile device. Email is the primary method of communication within DBMG. Gmail is the email system of choice for DBMG. All members are encouraged to obtain a Gmail account and submit their email address to the Facilitator within one month of joining DBMG.
- Each member is required to participate as a member of one of the teams:
 - Executive Committee (by election),
 - Membership,
 - Education,
 - Social,
 - Health & Wellness.
- Each member is required to participate in DBMG's signature events. These events include but not limited to the following:
 - Golf Tournament,
 - Cobbler Shack Events,
 - and the Annual Christmas Gala.

Participation can include:

- attending the event
- donating to the event(2 tickets for the Gala or 1 Golf Entry Fee))
- donating your time planning and implementing the event

Assessment fees, Initiation fees and Dues:

- Initiation fees for members shall be \$100. The initiation fee for Senior Citizens (members aged 62 and above) shall be \$50.00.
- Annual dues are \$325 payable on September 1st.
- If a member fails to pay dues by December 1st and no hardship arrangement has been declared, he shall be considered "member not in good standing" and not eligible to participate in DBMG activities until dues have been paid. If a member

remains "not in good standing for three (3) additional months, he shall be deemed inactive, and shall be assessed \$100 to be reactivated plus applicable dues at a prorated amount to the time of reactivation.

- The Membership Team shall make an annual assessment of fees and dues pricing.
- If a situation of hardship develops within the family of a member that impacts his ability to pay dues according to the established schedule, he may inform the DBMG Chair, Co-Chair, or Treasurer. At that time, individual arrangements will be made for expected payment of dues without affecting the membership status of the individual. The member must contact either the DBMG Chair, Co-Chair, or Treasurer every three months thereafter to ascertain status and the need to continue hardship status. The member will remain fully active in DBMG, including participation in team functions and signature events.
- DBMG will commit a percentage of it's general account holdings to charitable and/or community Programs as outlined in our grant request process. The EC will select the beneficiaries with input from the organization.
- All Scholarship donations and profits from the Golf Tournament and a percentage of the Silent Auction profits from the Annual Christmas Gala will be deposited in the DBMG Scholarship Fund bank account. All "Live Auction" profits will be deposited in the DBMG Scholarship Fund bank account.
- All non-specified donations, Cobbler Shack profits, and a percentage of the silent auction profits from the annual Gala, will be deposited into DBMG's General Account Fund bank account.

ROLES AND RESPONSIBILITIES

Executive Committee:²

Chair: To conduct monthly EC and all-members meetings. To act as spokesperson for DBMG in the community and liaison to other Organizations.

Co-Chair: To share the duties and responsibilities of the Chair as required.

² Revised March 16, 2013 - Eliminated the Membership-at-Large positions and replaced with Chair Emeritus. This change will take effect on January 1, 2015. Current elected Member-at-Large (3) will remain in office until January 1, 2013.

Treasurer: To collect and manage all moneys of DBMG and report to the members of the EC the status of budgets for operational planning.

Facilitator: To support the Chair for the organization of meetings and dissemination of all information to the members via Email. To provide cheers, joy, support or understanding to the DBMG members during a period of illness, tragedy, personal loss or difficulty. The Facilitator will also support and recognize the DBMG members in celebration of those happy occasions.

Recorder: To record information discussed in all-members meetings and EC meetings. To forward all information to the Chair within ten (10) days for dissemination to the DBMG membership.

Chair Emeritus: To provide leadership continuity and a voice for former chairs.

Team Chair: To conduct monthly team meetings. To act as spokesperson for the team. Will attend all meetings with the EC to discuss issues pertaining to the team.

*All officers will be members of a team in addition to the EC.
No officer other than a Chair Emeritus shall be a Team Chairman.*

ELECTIONS

All officers including Team Chair shall serve in the office for two years.

The EC shall select a nominating committee by the end of March of the election year for the purpose of developing and presenting a slate of candidates numbering one for each elected office. This excludes Team Chairs who are elected by team members or appointed by the EC.³

DBMG MEMBERSHIP⁴

AFFIRMING STATEMENT:

Application, acceptance and retention of Members in DBMG shall remain consistent with DBMG's established Mission Statement and Bylaws

³ Drafted January 22, 2004, Updated April 16, 2007

⁴ Revised Guidelines for application and acceptance to DBMG, August 20, 2005. Updated April 17, 2007. Updated March 16, 2013

Membership/Membership Process⁵

Membership in DBMG is by invitation and application. Men invited to membership should have the following qualifications:

- residence in the areas of Alameda and Contra Costa Counties;
- interest in educational, civic, health/wellness and cultural activities;
- ability to serve actively in support of the programs of DBMG;
- willingness to assume the financial responsibilities of the organization;
- skills and talents that will contribute to the vitality of the organization; and demonstrated ability to work with others.

APPLICATION PROCEDURES⁶

- Candidates for membership must be recommended by an existing DBMG member and invited to attend one (1) DBMG Breakfast Meeting at no cost to the candidate or sponsoring member.
- Before a candidate can be considered for membership, the Membership Team shall be with the candidate and have them complete a DBMG New Member Application.
- Once the application for membership has been reviewed by the Membership Team, it will be forwarded to the EC for approval. The Membership Team Chair will ensure that the application is complete prior to submission to the EC. The candidate for membership will be admitted upon a vote for approval by 60% of the attending EC members as long as the number of DBMG members does not exceed sixty (60). The DBMG EC shall take immediate action within receipt of the prospective member's completed application.

FOR INTERNAL DBMG MEMBER USE ONLY

⁵ Revised March 16, 2013

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