

~~CONSTITUTION AND BY-LAWS~~ CONSTITUTION AND BY-LAWS
RATIFIED JUNE 11, 1976
BY
THE NORTH CAROLINA ASSOCIATION OF
COUNTY DIRECTORS OF SOCIAL SERVICES

~~Revised February~~ ~~January~~, 2023

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MISSION

The North Carolina Association of County Directors of Social Services is a future-oriented source of leadership for its members, policy makers, partners and the general public that improves public policy and strengthens the capacity of social services to deliver effective services to families and individuals.

CONSTITUTION AND BY-LAWS PREAMBLE

We, the County Directors of Social Services of the State of North Carolina, recognize the need for an organization which will create and promote mutual understanding, fellowship, and cooperation among ourselves; will develop, through our united efforts, sound and progressive social planning and effective methods of interpreting our work to the public; and will help us give more expert assistance to those who feel they need the services we offer. The Board of Directors commit to the annual identification of ~~NCADDS-NCACDSS~~ goals and priority indicators, measuring our progress and holding one another accountable for their achievement. As a basis for this organization, we have adopted this Constitution and these By-Laws.

CONSTITUTION AND BY-LAWS

ARTICLE I

Name

The name of this private, non-profit organization shall be THE NORTH CAROLINA ASSOCIATION OF COUNTY DIRECTORS OF SOCIAL SERVICES.

ARTICLE II

Purpose

Section I. General

Said corporation is organized exclusively for charitable, educational, and scientific purposes with particular emphasis on the promotion and advancement of improved social conditions throughout the state and cooperation with other state and national organizations pursuing the same objectives throughout the country, the making of distributions to organizations that qualify as exempt organizations under Section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Section II. Special

The Association in its activities shall represent ~~two-thirds of the quorum~~ the ~~super-majority~~ thinking of its members in the unbiased and diligent study of social problems in general and problems relating to the duties and responsibilities of the Directors of Social Services in particular as defined in Article XIV.

No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in or intervene in any political campaign on behalf of, or in the opposition to, any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not to be carried on (a) by a corporation exempt from federal income tax under Section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by a corporation contributions to which are deductible under Section 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

ARTICLE 11-A
GLOSSARY OF TERMS

- 1. Board of Directors shall consist of the President, First Vice President, Second Vice President, Treasurer, Secretary, Immediate Past President, the six regional representatives.**
- 2. Executive Committee shall consist of the President, First Vice President, Second Vice President, Treasurer, Secretary, Immediate Past President, the six regional representatives and the chairs of the following committees: Children Services, Adult Services, Economic Programs, Advocacy and Issue Management, and Professional Capacity and Personnel, Historian, Parliamentarian and Regional Representatives.**
- 3. Executive Leadership Committee consist of Officers of the Association that includes the President, First Vice President, Second Vice President, Treasurer, Secretary, and Immediate Past President.**
- 4. Member means a Director, Director of Human Services or Director of the Eastern Band of the Cherokee Indians appointed pursuant to G.S. 108A-12 who is in good standing shall have the right to participate and vote on all matters before the Association. Members also includes acting or interim director appointed by appointing authority pursuant to N.C. General Statutes.**
- 5. Membership means a member as defined in Article II-A (4) who has paid their annual membership dues and is in good standing in the Association.**
- 6. Meetings may be held in-person or virtual or a combination of both.**
- 7. Quorum means 2/3 of the members present either in-person or virtual.**
- 8. Voting may occur by electronic methods as determined by the Executive Leadership Committee.**

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ARTICLE III

Membership

Section I., General Members

Pursuant to G.S. 108A-12, all All regularly appointed Directors of Social Services, Directors of Human Services, Director of the Eastern Band of the Cherokee Indians, or those persons serving as Interim and/or Acting directors who have been approved by the Chairperson of their Appointing Authority shall be eligible for membership in the Association. In consolidated counties, there may be two members, who shall be the Human Services Director and the DSS Director or, if there is no named DSS Director, the member shall be the person having total operational responsibilities of all DSS programs. Both members shall be appointed by the Chairperson of their Appointing Authority or by their Appointing Authority. The

rights and privileges of each member shall include the right to hold office, to vote for officers, and to vote on all matters coming before the Association. No member who has failed to pay his/her annual dues in full shall exercise his/her rights and privileges. Counties who have two members may only have one vote and may only hold one office at one time.

Section II. Associate Membership

1. Former Directors with an interest in support of the stated purpose of the Association may apply for Associate Membership. Such members are to be non-voting and non-office holding and shall pay annual dues in the amount established annually by the Executive Committee Board of Directors. Such members shall receive such benefits and services as determined by the Executive Committee. Board of Directors. The Executive Committee Board of Directors shall examine all applicants for membership under this section and certify eligibility. A candidate may be found ineligible for any reason deemed sufficient by the Executive Committee the Board of Directors.

2. The President or Chairperson of the North Carolina Social Services Board Members' Association and a Representative of the North Carolina County Commissioners' Association may be ex-officio members of the Association. Ex-officio members are non-voting and non-dues-paying members.

Section III. Affiliate Membership

Active external affiliate organizations, which represent important stakeholders in the Directors' work, can play an important role by providing NCACDSS with expert information and advice, which will aid in the development of Association work. External affiliate organizations, with the exception of vendor organizations, with an interest in support of the stated purpose of the Association may apply for Affiliate Membership. Such members are to be non-voting and non-office holding and shall pay annual dues in the amount established annually by the Executive Committee. The Executive Committee will set specific membership benefits for affiliate members. The Executive Committee shall examine all applicants for membership under this section and certify eligibility. A candidate may be found ineligible for any reason deemed sufficient by the Executive Committee.

Section IV. Honorary Membership

Individuals who should be recognized for their outstanding contributions to the promotion and advancement of improved social conditions in the state or nation may be recognized by the Association by the conferring of an Honorary Membership, which shall be held in perpetuity for life. Said membership shall be non-participating, non-voting, and non-office holding and shall pay no dues.

Candidates for Honorary Membership shall be proposed through a petition signed by at least ten (10) active members setting forth the achievements and contributions of the individual and shall require affirmative vote of two-thirds of the active membership present for an established regular meeting. A copy of the petition shall be sent to each active member at least ten (10) days prior to the meeting.

Section V. Administrative Membership

In order to maintain the purpose of the NCACDSS, there shall be a process where agency staff who are in leadership positions maintain the professional standards established by the NCACDSS. Any administrative membership must be sanctioned by the Executive Board of the NCACDSS. Oversight of the membership body would be monitored by the appropriate NCACDSS committee. This in no way prohibits agency staff in participating in committees as appointed for representation by their Director.

ARTICLE IV

Membership Fees

Section I. Annual Dues

The ~~Executive Board~~Board of Directors and the Executive Committee shall establish and maintain a schedule of annual dues in relation to the needs of the Association of each fiscal year, the fiscal year being from July 1 through the following June 30.

Section II. Payment Policies

- a. Director Pays Membership Dues: A Director who pays the ~~entire amount of~~ membership dues is a member of the Association in ~~any~~ county or agency in the state where he/she is serving as Director.
- b. County or Agency Pays Membership Dues: When the county or agency pays membership dues he/she is a member of the Association as long as he/she is in that county or agency. If he/she leaves the county or agency, the membership is retained by the county or agency and transferred to the Director appointed to fill the vacancy. If the Director who leaves moves to a county or agency which does not pay membership dues, he/she must pay the dues in order to retain his/her membership.
- c. Non-Payment of Dues: Any County or Agency Director who has not paid annual dues by September 30 of any year shall not serve as a member of any committee, and shall not receive correspondence or newsletters from the Association until said dues have been received by the ~~Treasurer~~Association.

ARTICLE V

Annual Budget

The ~~Executive Board~~ Executive Leadership Committee shall consider and approve an annual budget for the Association ~~and notify the membership~~.

ARTICLE VI

Meetings

Annually, the Association shall publish a calendar of regular meetings. For the Annual Meeting or other special called meetings, a ten-day notice shall be provided to all members. The annual calendar shall provide the location of all meetings. The Annual Meeting and any special called meeting will specify the date and place of the meeting. A minimum of a two-business day notice shall be given for any change in location of any meeting.

ARTICLE VII

Quorum

The active members present or virtual via teleconference or webinar during the vote call at any meeting of the Association shall constitute a quorum provided that the meeting was duly noticed under Article VI,

ARTICLE VIII

Officers

Section I. Election

The officers of the Association shall be a President, First Vice-President, Second Vice-President, Secretary, Treasurer, and Immediate Past President. They shall be elected by simple majority of voting members through ~~a mail-in, fax, or e-mail~~electronic ballot system devised by the Nominating Committee. Such a system shall provide for distribution of the ballots no later than 30 days and no earlier than 60 days

prior to the Association's fourth-quarter meeting. The First Vice-President currently in office shall automatically be elected to the office of the President of the Association. The Second Vice-President shall automatically be elected to the office of First Vice-President of the Association. The Past President from the previous year is a non-elected officer serving in such role following his/her term as President. Consolidated counties who have two representatives ~~participating in the Association serving on the Executive Board~~ are only eligible to hold one office at any one time. Only persons serving as Directors of Human Services, Directors of Social Services, or Director of the Eastern Band of the Cherokee Indians are eligible to hold office.

Section II. Term of Office

All officers shall serve for a term of one year from July 1 through June 30 or until replaced by election.

Section III. Vacancies in Office

The Executive ~~Board Leadership Committee~~ is empowered to appoint for the unexpired term an active member to fill any vacancy occurring in any elective office except that of the President. In the absence of the President, the First Vice President shall fill any unexpired term and succeed for the normal term.

Section IV. Presiding Officer in Absence of President, Vice-President, and Second Vice-President

If the President, First Vice-President, Second Vice-President, and Past President are not present at any meeting, it shall be the duty of the Secretary to call the meeting to order and proceed with the election of a presiding officer from among those members present in the same manner as other officers are elected. If the Secretary is also absent, the Treasurer or any member may serve as temporary presiding officer until one is elected.

ARTICLE IX

Duties of Officers

Section I. President

The President shall act as Chairperson of the ~~Board of Directors, Executive Committee and Executive Leadership Executive Board~~ and shall preside at all meetings of the Board and of the Association. In the event of a tie vote, he/she shall vote on issues brought before the Association. He/She shall appoint all committees and designate the Chairpersons. Committee members may be reappointed at the end of their term of office at the pleasure of the President. He/She shall also appoint six Regional Representatives. Two representatives each shall be appointed from the eastern, central and western regions of the state. He/She shall advise the Association on all matters which necessitate the action of the Association or are of interest to the Association, and shall be the official representative of said Association. The President of the Board agrees to facilitate NCAEDSS's Board toward the accomplishment of its strategic goals and indicators and to assure that the Board regularly communicates with its members regarding progress in this regard. At the end of his/her term of office, he/she shall serve on the Executive Board as Past President.

Section II. First Vice-President

The First Vice-President shall exercise the duties of the President in his/her absence. He/She shall serve as the Association's liaison to ~~our sister Board~~, the North Carolina Association of County Boards of Social Services. The First Vice-President will oversee the Annual Social Services Institute. He/She shall assume other duties as assigned to him/her by the President.

Section III. Second Vice-President

The Second Vice-President shall exercise the duties of the First Vice-President in his/her absence and shall exercise the duties of the President in the absence of both the President and First Vice-President.

The Second Vice-President will be the primary contact for work and products from the standing policy committees. He/She shall have such duties and responsibilities as are assigned to him/her by the President. At the end of his/her term of office, he/she shall automatically assume the office of First Vice-President.

Section IV. Secretary

The Secretary shall take minutes of each Association ~~membership and Executive Board M~~meeting and shall mail or e-mail a copy to the President and Executive Director for distribution to the membership. He/She shall conduct all official correspondence as assigned him/her by the President. At the expiration of his/her term, he/she shall deliver to his/her successor in office all records and other property of the Association committed to his/her care.

Section V. Treasurer

The Treasurer or the Executive ~~Board's designee~~ Director of the Association shall receive all annual membership dues and any other monies accrued by the Association. He/She shall disburse funds at the direction of the ~~Executive Board~~ Executive Leadership Committee and shall maintain complete and accurate records of all financial transactions. He/She shall make a report to the membership at the Association's annual meeting of all monies received and disbursed. At the end of his/her term of office, and after the annual audit has been completed, the Treasurer shall deliver to his/her successor in office all monies, records, and property of the Association committed to his/her care. He/She shall work with the Strategic Planning and Operations Committee to develop an annual budget for the Association. He/She shall have other such duties as are assigned to him/her by the President.

Section VI. Past President

The Past President shall serve as an officer of the Association the year immediately following his/her term as President. The Past President shall assist the President in his/her transition and shall fulfill other duties as assigned to him/her by the President.

ARTICLE X

Executive Board and Executive Leadership Committee and Executive Committee

Section 1. Members

Executive Leadership Committee consist of Officers of the Association that includes the President, First Vice President, Second Vice President, Treasurer, Secretary, and Immediate Past President.

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The Executive Leadership Committee derives its authority from the members and answers directly to the membership. The Executive Leadership Committee may be empowered by the members to make any decisions or carry out any functions delegated to the Executive Leadership Committee. The Executive Leadership Committee will meet on regular basis at the request of the President. Any decisions or actions of the Executive Leadership Committee are reported to the members at the next regular meeting or via e-mail communication.

The Executive Leadership Committee's duties are as follows:

1. All employment matters related to the Executive Director.
2. An annual performance evaluation of the Executive Director.
3. The design and facilitation of effective meetings, assuring the alignment of the Leadership and staff work to the interests of the membership, and connecting the work products of the standing policy committees to the agenda and the information mechanisms of the Association.
4. To enter into contracts with the President having the authority to sign contracts on behalf of the association.
5. The Executive Leadership Committee shall develop and implement an annual plan of work with the Executive Director.
6. It shall approve the annual budget and audit and notify the membership
7. Annually update and review the organizational chart of NCACDSS.
8. The Executive Leadership Committee shall designate and announce statewide meetings of the Association or any called meetings.
9. The Executive Leadership will retain direct oversight responsibility for the work and policy products of its standing committees and will develop appropriate mechanisms to monitor and use their work. The Executive Leadership Committee will establish clear policies and parameters for committees that clarify adoption/ratification and communications requirements for policy recommendations. Additionally, the Board commits to develop a proactive policy development and communication capacity.

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Executive Board Committee

The Executive Committee shall consist of the President, Vice-President, Second Vice-President, Secretary, Treasurer, six (6) Regional Representatives, Immediate Past President, Regional Representatives, Historian, Parliamentarian, and Co-Chairpersons of the following committees: Advocacy and Issues Management, Strategic Planning and Operations, Nominating, Professional Capacity and Personnel, Children's Services, Adult Services, and Economic Programs.

Section I. Members

The Executive Board shall consist of the President, Vice-President, Second Vice-President, Secretary, Treasurer, six (6) Regional Representatives, Immediate Past President, Historian, Parliamentarian, and Co-Chairpersons of the following committees: Advocacy and Issues Management, Strategic Planning and Operations, Joint State-County Relations, Nominating, Professional Capacity and Personnel, Children's Services, Adult Services, and Economic Programs.

The President or Chairperson of the North Carolina Social Services Board Members' Association and a Representative of the North Carolina County Commissioners' Association are ex-officio members of the Executive Board. Ex-officio members are non-voting and non-dues-paying members.

Section II. Term

A member of the Executive Board shall serve for the period of time of his/her elected or appointed office.

Section III. Powers and Duties

- a. The Executive Committee Board, shall be the functioning body of the Association. However, any regularly appointed Director or person acting for a regularly appointed Director who is in good standing shall have the right to participate and vote on all matters coming before the Executive Board Association.
- b. The Executive Committee Board shall develop and implement on an on-going basis a Strategic Plan that is consistent with the NCACDSS Mission and commit to an appropriate evaluation plan to measure progress and success.

- c. The ~~Board-Executive Committee~~ agrees to focus its time and energy on defining, measuring and achieving the goals and priority indicators of NCACDSS.
- ~~d. The Board shall develop and implement an annual plan of work with the Executive Director.~~
- ~~e-d.~~ The ~~Board-Executive Committee~~ agrees to develop and maintain a ~~Board~~ communication plan that all ~~Board~~ members use in relating the business of NCACDSS. The plan will be specific as to key messages, audiences, and methods of communication. The communication work ~~of the Board~~ will be focused on our strategic role both internally and externally.
- ~~f-e.~~ It shall ~~approve the annual budget and audit and notify the membership.~~
- ~~g-f.~~ It shall establish the amount or formula to calculate the amount of annual membership fees.
- ~~h-g.~~ The ~~Executive Board~~ shall ~~designate and announce statewide meetings of the Association or any called meetings.~~
- ~~i-h.~~ Annually update and review the organizational chart of NCACDSS.
- ~~j.~~ The ~~Board~~ will ~~commit to securing resources in amounts commensurate with The Association's expectations for success.~~
- ~~k.~~ The ~~Board~~ will ~~retain direct oversight responsibility for the work and policy products of its standing committees and will develop appropriate mechanisms to monitor and use their work. The Board will establish clear policies and parameters for committees that clarify adoption/ratification and communications requirements for policy recommendations. Additionally, the Board commits to develop a proactive policy development and communication capacity.~~
- ~~l-i.~~ The ~~Board's Executive Committee~~ primary channel of contact with the staff is through the Executive Director. The vehicle for this relationship will be the Executive Director who will take direction and base action solely on the expressed desires of the ~~Board-Executive Committee~~ as a whole and not from any individual ~~Board~~ members.

Section III. Term

A member of the Executive Committee shall serve for the period of time of his/her elected or appointed office.

Section IV. Meetings

The ~~Executive Board~~ membership shall meet monthly unless the President determines and announces to members ~~of the Executive Board~~ that there is insufficient business to warrant a meeting. Other meetings may be called at the discretion of the President in accordance with Article VI.

Section V. Executive Committee

~~The Executive Committee consists of all elected officers of the Association: President, 1st Vice-President, 2nd Vice-President, Secretary, Treasurer, and Immediate Past President. The Executive Committee derives its authority from the Executive Board and answers directly to the Executive Board. The Executive Committee may be empowered by the Executive Board to make any decisions or carry out any functions, which the Executive Board chooses to delegate to the Executive Committee. The Executive Committee does not meet on a regular basis but rather at the request of the President. Any decisions or actions of the Executive Committee are reported to the Executive Board at the next regular meeting of the Executive Board.~~

The Executive Committee's duties are as follows:

- ~~1. All employment matters related to the Executive Director.~~
- ~~2. An annual performance evaluation of the Executive Director.~~
- ~~3. The design and facilitation of effective Board meetings, assuring the alignment of the Board and staff work to the interests of the membership, and connecting the work products of the~~

- ~~standing policy committees to the agenda of the Board and the information mechanisms of the Association.~~
- ~~4. To enter into contracts with the President having the authority to sign contracts on behalf of the association.~~

ARTICLE XI

Executive Director

The Executive Director is hired by the Executive Leadership Committee as an at-will employee. The Executive Director may delegate certain responsibilities in consultation and approval with the Executive Leadership Committee. The Executive Director's duties are as follows:

1. Communicate the expectations of the Board Executive Leadership Committee to staff and to organize and direct a scope of work that can be reasonably accomplished as set forth by The Board Leadership Committee.
2. Commit to building a plan of work that is grounded in the most promising practices in the industry and to expect all employees to be guided by exceeding the expectations of NCACDSS's internal and external customers and stakeholders.
3. The Executive Director agrees to support the information and planning needs of the Board Association and to participate in helping craft compelling statements of desired results that are realistic and that demonstrate NCACDSS's commitment to its mission.
4. To provide written, succinct progress reports to make every reasonable attempt to spend the majority of his/her time on the board's strategic priorities as defined by the Association's board's goals and indicators and will advise the board if competing priorities (committee requests, membership requests, etc.) threatens this fundamental expectation.
5. Develop and maintain a proactive communication plan, which will integrate the strategic communication interest of the Board Association and the operational communication needs of members, staff, customer and stakeholders.
6. Networking/Advocacy: networking with statewide stakeholders, representing the Association before other organizations, and serving as point of contact for the Consortium Lobbyist.
7. Planning: short-term and long-range planning including goal setting for program development and finances.
8. Event Management: managing the various conferences and meetings of the Association to include substantive program development, hotel negotiations, marketing, sponsorship cultivation, logistical management, and registration processes.
9. Public Relations/Public Information: producing publications, overseeing the Web Page and listserv communications, writing and issuing press releases, serving as media spokesperson in the absence of the President, coordinating media coverage among Directors when appropriate, and editing legislative correspondence/position statements.
10. Administration/Supervision: managing the daily office operations, including supervision of any staff files, databases, computers, and other office equipment.
11. ~~Coordination~~Coordinate of Policy Development and Implementation: ~~Coordinating~~ with the Executive Committee ~~Board and Association Committees~~ to formulate Association policies and positions, developing resolutions, and developing and executing strategies to promote positions with other organizations and individuals.
12. Fiscal Management: managing Association and project budgets in close coordination with the Treasurer or the Executive Leadership Committee ~~Board's~~ designee, drafting project budgets, and applying for grants with the approval of the Executive Leadership Committee.

The Executive Director's ~~annual work~~ plan of work is prepared by the Executive Director in consultation with the Executive Leadership Committee and is presented annually. An annual performance evaluation is conducted by the Executive Leadership Committee before the close of each fiscal year.

ARTICLE XII

Regional Representatives

The President shall appoint six Regional Representatives annually to be divided equally among the designated regions. Regional Representatives shall be selected from the eastern, central and western regions of the state. Two representatives shall be selected from each region. They shall serve a term of office from July through June. The duties of the Regional Representatives shall be:

- Serve on the ~~Executive~~ Board of Directors, attend meetings and present issues from the counties
- Assist with planning and the dissemination of information for regional meetings
- Attend the ~~Executive Board Executive Committee~~ -retreat
- Attend special county DSS events as assigned by the President or other elected officers~~Executive Officers~~
- Assume other duties as assigned by the President

ARTICLE XIII

Committees

The President of NCACDSS will select the committee co-chairs for an annual appointment. The Co-Chairs will report to the 2nd Vice-President throughout the course of their chairmanship. This will include using the 2nd Vice-President as the key point of contact for forwarding policy and program recommendations to the Executive ~~Leadership Committee~~Board.

The Co-chairs, in cooperation with committee members, will draft the Committee's annual scope of work and all individuals meeting agendas. The scope of work will be reviewed and approved by the Executive Committee. The annual work plan will encompass the time frame of July through June each year. Committee meetings will be held on the Wednesday preceding the 2nd Thursday of each month, unless approved by the President.

The President must ~~have appointed~~ all voting committee members. Members are Directors who have been appointed to committees ~~or a DSS employee serving as a representative for a Director who has been appointed~~. Committee members shall be appointed for a term of one year. Committee members may be reappointed at the end of their term of office at the pleasure of the President. The Committee Co-chairs, in consultation with the President, ~~shall~~ may determine committee size. Committee meetings are open to all who wish to attend unless otherwise determined by the President, but only those members appointed by the President will have voting rights.

The Committee will not act as a formal spokesperson for NCACDSS except as specifically authorized by the Executive ~~Leadership Committee~~Board. In emergency or other time sensitive situations, the President or Executive Leadership Committee may authorize Committee Co-Chairs to speak for the Association on issues related to the scope of work for the committee. The committee will not encumber debt or enter into contracts on behalf of NCACDSS.

Section I. Advocacy and Issues Management Committee

Role of the Committee:

To develop and advocate for Association policies that strengthen agencies, programs, and the delivery of social services to families and individuals. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President.

Committee Tasks:

1. To research issues related to the administration of agencies, programs, delivery of social services;
2. To develop position statements for the Association;
3. To develop advocacy plans for promoting Association positions;
4. To make connections with key policymakers, advocates, and other agency administrators (i.e., health and mental health directors);
- ~~5. To coordinate activities with the NC Social Services Consortium to develop the Consortium's legislative agenda;~~
- ~~6-5.~~ To coordinate and share information on Association positions with all the coalitions of which the Association is a member.;
- ~~7-6.~~ To develop a network of members to coordinate communication with legislative leaders.
- ~~8-7.~~ To submit a written report of the committee's work at the annual meeting of NCACDSS.
- ~~9-8.~~ Other duties or responsibilities as assigned by the President.

The Advocacy and Issues Management Committee's term of office is July 1 through June 30. If the Legislature remains in session beyond June 30, the current committee shall remain in office until the Legislative Session ends. New appointees to the committee shall join and begin working with the standing committee effective July 1.

Section II. Strategic Planning and Operations Committee.

Role of the Committee:

To develop, maintain, and update a strategic plan for the Association which will align with funding priorities and will maximize all sources of funding coming to county departments of social services (obtaining new funding sources, impacting allocation of existing funding sources, and protection of existing funding sources); To promote clear understanding among Directors and their fiscal staff of fiscal policies and reporting policies; To ensure clear and comprehensive fiscal policies coming from the State; To promote a relationship of trust with DHHS wherein state plans for the use of state and federal funds that do or could benefit county departments of social services are communicated openly and directly with local Directors. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President. The First Vice President shall serve as the chair of the Committee and will meet as called by the President and the First Vice President.

Committee Tasks:

1. To develop, maintain, and update a strategic plan for the Association and to regularly review its alignment with funding and policies.
2. To gather and analyze information regarding fiscal policy and funding;
3. To perform research and analysis in support of Association policy input and legislative initiatives;
4. To provide recommendations concerning the involvement of existing policy and the development of new policy;
5. To identify and pursue opportunities for funding of human services;
6. To explore simplification of administrative requirements;
7. To submit a written report of the committee's work at the annual meeting of NCACDSS;
8. To work with the Treasurer to develop an annual budget based on priorities from the strategic plan
9. Other duties or responsibilities as assigned by the President.

Section III. Joint State-County Relations Committee

1. The Chairperson of said committee shall be the 1st Vice President and will assume the chairmanship each year beginning July 1 through June 30 after which time the next 1st Vice President shall assume the chairmanship. The Committee shall consist of the members of the Executive Leadership Committee, a representative of the following committees: Children Services, Adult Services, Economic Programs, Advocacy and Issue Management, and Professional Capacity and Personnel and other directors as appointed by the President.

Role of the Committee:

To identify opportunities that exist to enhance the relationship between County Social Services Directors and the State. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President.

Committee Tasks:

1. Review and develop long-range plans for local support that include the review of current team structure.
2. Identify ways to enhance the State Divisions of Social Services, Aging and Adult Services, Child Development and Early Education, Health Benefits, Health Services Regulation, Mental Health, Development Disabilities and Substance Abuse, and Child and Family Well-Being support to the Counties.
3. Identify opportunities to strengthen the relationship between both the County and State Division management staff.
4. To submit a written report of the committee's work at the annual meeting of NCACDSS;
5. Other duties or responsibilities as assigned by the President.

Section IV. Nominating Committee

Role of the Committee:

To promote quality leadership among the Executive officers of the Association by preparing an annual slate of candidates for the offices of 2nd Vice-President, Secretary, and Treasurer, the distribution of ballots, and the conducting of annual elections for the Association. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President.

The Nominating Committee shall be composed of seven (7) members. The Nominating Committee shall be chaired by the Immediate past President or President's designee and shall consist of the six (6) Regional Representatives.

Committee Tasks:

1. To nominate eligible candidate(s), members in good standing, who have indicated a willingness to serve, for each vacancy for which an election is to be held;
2. To prepare the necessary ballots which shall include the names of the Committee's nominees and space for any write-in candidates;
3. At the time of the election, to distribute the ballots, canvass the ballots, and certify the election results to the President. The President shall then announce the newly-elected slate of officers to the Association membership no later than July 31. Any complications occurring at the time of any election shall be resolved by a conference between the President and the Nominating Committee, the nature of which shall be made known to the membership.
4. To select and announce the recipient(s) of the Lifetime Achievement Award in accordance with procedures approved by the association.

5. To submit a written report of the committee's work at the annual meeting of NCACDSS;
6. Other duties or responsibilities as assigned by the President.

Section V. Professional Capacity and Personnel Committee

Role of the Committee:

To identify and promote beneficial personnel services and resource support for local county Departments of Social Services. To build the professional capacity of boards, directors, state and local staff, and to provide a statewide approach for the effective recruitment, classification, and retention of all local county DSS staff. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or assigned by the President.

Committee Tasks:

1. To advise the Association concerning proposed regulations and policies in the area of personnel and employee benefits;
2. To represent the Association as directed by the President or the Executive Board with other organizations on personnel matters;
3. To plan, integrate, and coordinate training for Directors;
To develop a cooperative relationship with other partners who can provide training;
3. To ensure that training provided by the NC Division of Social Services, NC Office of Human Resources, and others is consistent in content and practice;
4. To submit an annual report of the Committee's work at the annual meeting of NCACDSS
5. Other duties or responsibilities as assigned by the President

Section VI. Children's Services

Role of the Committee:

To identify, clarify, and frame children's social problems and advocate for state policy and action to deal with them and to serve as a resource to the Division of Social Services for review and advocacy for appropriate, clear policy to be disseminated among the 100 county departments of social services in North Carolina. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President.

Committee Tasks:

1. To gather and analyze information regarding service programs, policy, and funding for services to children and families;
2. To review proposed policy changes regarding service programs for children and families;
3. To make recommendations for improvement and changes in the development of policy;
4. To study policy to assure efficient and effective administration;
5. To submit a written report of the committee's work at the annual meeting of NCACDSS;
6. Other duties or responsibilities as assigned by the President.

Section VII. Adult Services

Role of the Committee:

To provide vision, input, and direction in the provision of services that benefit older and disabled adults served by county departments of social services in their efforts to achieve and maintain health and social/economic wellbeing, to prolong independence, and to maintain dignity. This is to be accomplished by review of all proposed policies of state agencies serving older and disabled adults, linkages with the various advocacy and service provider groups, and advocacy for funding sources. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's scope of work or as assigned by the President.

Committee Tasks:

1. To advocate for the elimination of barriers for services to older and disabled adults;
2. To gather and analyze information regarding service programs, policy, and funding for services for older and disabled adults;
3. To review proposed policy changes regarding service programs for older and disabled adults;
4. To make recommendations for improvement and changes in the development of policy;
5. To study policy to assure efficient and effective administration;
6. To promote and enhance relationships with other agencies mutually involved in provision of services for older and disabled adults.
7. To submit a written report of the committee's work at the annual meeting of NCACDSS;
8. Other duties or responsibilities as assigned by the President.

Section VIII. Economic Programs Committee

Role of Committee:

To work with state partners in the development of all programs and policies of economic service programs administered by county departments of social services which provide any source of economic benefit to children, adults, or families in order that recipients of such services receive the services for which they are eligible in an efficient and effective manner. To implement goals and strategies from the NCACDSS Strategic Plan as appropriate to the Committee's Scope of Work or as assigned by the President.

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Committee Tasks:

1. To work closely with state partners to ensure collaboration and effective communication.
2. To create models of service delivery in all 100 counties which will enhance customer service and improve efficiency and effectiveness of service delivery.
3. Review and provide feedback on policy to ensure accuracy and consistency, reduce burdensome procedures, and achieve ongoing involvement with policy development and updates.
4. Increase capacity to ensure ongoing enhancements with technology as well as data collection and analysis in all economic benefits programs.
5. To appoint subject matter work groups for issues related to any program providing benefits to children, adults, and families.
6. To submit a written report of the Committee's work at the annual meeting of NCACDSS.
7. Other duties as assigned by the President.

Section IX. Historian

The Historian shall function as a committee of one.

Role of the Committee:

To provide a repository for information pertaining to the history of the North Carolina Association of County Directors of Social Services.

Committee Tasks:

1. To collect and store historical information about NCACDSS;
2. To generate reports dealing with evolution of NCACDSS;
3. To research specific questions regarding the past for the purpose of relating the past to the present;
4. To compile a history of the Association.

Section X. Parliamentarian

The Parliamentarian shall function as a committee of one.

Role of the Committee:

To maintain current Constitution and By-Laws for the Association.

Committee Tasks:

1. ~~To prepare copies of the~~To ensure that the current Constitution and By-Laws are shared with and mail to each member of the Association, and posted on the website under the Members' page . to see that each new member is provided a copy within 60 days;
2. To keep complete and accurate records on all changes, revisions, and amendments to the Constitution and By-Laws and to keep the Association's official document current;
3. To receive and consider all proposed changes, revisions, or amendments to the Constitution and By-Laws and make appropriate recommendations to the Executive Board;
4. On instruction or authorization of the Executive Leadership Committee Board, to notify the membership in writing of any proposed change, revision, or amendment to the Constitution and By-Laws at least 30 days prior to the meeting of the Association.
5. To study Robert's Rules of Order and be prepared when asked by the President to advise the membership on proper parliamentary procedure.

Section XI. Other Committees

The President shall have the power to establish such other committees as the President determines are needed for the effective operation of the Association. The President shall have the power to select the membership of any other committee so established. The President shall also have the power to appoint Directors to represent the Association on external committees. ~~Any member appointed by the President to serve as a representative of NCACDSS on an external committee shall serve the collective interests of the membership and not in his or her individual capacity as a County Director. A written report shall be submitted at the annual meeting of the Association of each special committee and each external committee and shall become a part of the minutes of the Association.~~

ARTICLE XIV

Method of Voting

Members ~~hip or Executive Board may~~ votes on any action issue may be conducted at a regular or called statewide meeting in person or via, teleconference, webinar, email, fax or mailed electronic method ballot. An agenda shall be sent in advance of the meeting with sufficient information related to the issues actions of the meeting. Any matter of ordinary and non-controversial business may be voted on at any duly scheduled or special called meeting. If any issue action becomes controversial or raises issues that need more time for consideration, the President in his or her discretion shall table the item and place on the agenda for the next meeting in order that all members receive information related to the issue. There shall be one vote per county in counties who have more than one member ~~servng on the Executive Board~~. Returning ~~e-mailed, faxed, or mailed electronic~~ ballots must include the member's name and county

nameshall bear a unique alphanumeric identifier issued to the member by the Secretary for control purposes. All votes must be passed by a super majority (2/3's of the quorum).

ARTICLE XV

Disbursements

Section I

No disbursement of the Association's funds shall be made unless it has been approved by the ~~Executive Board~~ ~~Executive Leadership Committee~~, except that the President may, in situations which cannot await the next meeting of the ~~Executive Board~~ ~~Executive Leadership Committee~~, with the concurrence of the Treasurer or a designee approved by the ~~Executive Board~~ ~~Executive Leadership Committee~~, authorize expenditures from the Association's budget. Such expenditures shall be reported to the ~~Executive Board~~ ~~membership quarterly, at its next meeting~~. Every disbursement shall be made by a check signed by the Treasurer or a designee approved by the ~~Executive Board~~ ~~Executive Leadership Committee~~.

Section II

No part of the net earnings of the corporation shall inure to the benefit of, or be distributed to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

ARTICLE XVI

Amendments

Section I

The Constitution and By-Laws may be amended by a two-thirds vote of the voting members present, providing the proposed amendment or alteration has been submitted in writing to all voting members not less than thirty days prior to the date of such action.

Section II

Any proposed amendment or alteration shall be set forth in writing and the proponent thereof shall sign his/her name to his proposal and submit it to the Parliamentarian for consideration and recommendation to the Executive ~~Leadership~~ Committee.

ARTICLE XVII

Rules of Order

1. Parliamentary procedure of this Association shall be governed by Robert's Rules of Order, Revised, latest published edition.
2. A copy of Robert's Rules of Order shall be available to the presiding officer at all general meeting of the Association.
3. The President may call upon the Parliamentarian for advice or to advise the membership. In cases of controversy, the decision of the Parliamentarian shall be final for that particular meeting.

ARTICLE XVIII

Previous Constitution and By-Laws Changes

1. All articles of the Constitution, By-Laws, Amendments, or other Rules of Order heretofore in effect are repealed as of the date of adoption of these proposed new articles of the Constitution and By-Laws.
2. This Constitution and By-Laws shall be in full force and effect from the date of its adoption and shall remain unaltered except as heretofore provided.
3. The Constitution and By-Laws of the Superintendents of Public Welfare of North Carolina were adopted May 22, 1952, and amended September 24, 1963. When the North Carolina Association of Directors of Public Welfare was reactivated in Ashville on August 30, 1968, the original amended Constitution and By-Laws were retained and ratified on September 13, 1968. The Constitution and By-Laws were revised on September 25, 1969; October 29, 1969; and August 17, 1973.
4. This Constitution and By-Laws ratified June 11, 1976, in accordance with amendments passed by this Association.
5. This Constitution and By-Laws amended June 7, 1978, and August 24, 1978, in accordance with Article XIII, Constitution and By-Laws of this Association.
6. This Constitution and By-Laws amended on May 13, 1980, in accordance with Article XIII, Constitution and By-Laws of this Association.
7. This Constitution and By-Laws amended May 6, 1983, in accordance with Article XIII, Constitution and By-Laws of this Association.
8. This Constitution and By-Laws amended October 29, 1986, in accordance with Article XIII, Constitution and By-Laws of this Association.
9. This Constitution and By-Laws amended May 15, 1987, in accordance with Article XIII, Constitution and By-Laws of this Association.
10. This Constitution and By-Laws amended May 6, 1988, in accordance with Article XIII, Constitution and By-Laws of this Association.
11. This Constitution and By-Laws amended May 5, 1989, in accordance with Article XIII, Constitution and By-Laws of this Association.
12. This Constitution and By-Laws amended August 14, 1992, in accordance with Article XIII, Constitution and By-Laws of this Association.
13. This Constitution and By-Laws amended January 14, 1993, in accordance with Article XIII, Constitution and By-Laws of this Association.
14. This Constitution and By-Laws amended May 13, 1994, in accordance with Article XIII, Constitution and By-Laws of this Association.
15. This Constitution and By-Laws amended May 5, 1995, in accordance with Article XIII, Constitution and By-Laws of this Association.
16. This Constitution and By-Laws amended September 17, 1998, in accordance with Article XVI, Constitution and By-Laws of this Association.
17. This Constitution and By-Laws amended May 3, 2000, in accordance with Article XVI, Constitution and By-Laws of this Association.
18. This Constitution and By-Laws amended May 3, 2003, in accordance with Article XVI, Constitution and By-Laws of this Association.
19. This Constitution and By-Laws amended November 15, 2002, in accordance with Article XVI, Constitution and By-Laws of this Association.
20. This Constitution and By-Laws amended May 2, 2003, in accordance with Article XVI, Constitution and By-Laws of this Association.
21. This Constitution and By-Laws amended May 14, 2004, in accordance with Article XVI, Constitution and By-Laws of this Association.
22. This Constitution and By-Laws amended October 1, 2004, in accordance with Article XVI, Constitution and By-Laws of this Association.
23. This Constitution and By-Laws amended May 19, 2005, in accordance with Article XVI, Constitution and By-Laws of this Association.
24. This Constitution and By-Laws amended February 8, 2008, in accordance with Article XVI, Constitution and By-Laws of this Association.

25. This Constitution and By-Laws amended May 23, 2008, in accordance with Article XVI, Constitution and By-Laws of this Association.
26. This Constitution and By-Laws amended September 10, 2009 in accordance with Article XVI, Constitution and By-Laws of this Association.
27. This Constitution and By-Laws amended July 29, 2011 in accordance with Article XVI, Constitution and By-Laws of this Association.
28. This Constitution and By-Laws amended September 12, 2013 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
29. This Constitution and By-Laws amended May 14, 2015 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
30. This Constitution and By-Laws amended November 10, 2016 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
31. This Constitution and By-Laws amended October 20, 2017 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
32. This Constitution and By-Laws amended May 3, 2019 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
33. This Constitution and By-Laws amended January 14, 2021 in accordance with Article XVI, Section I Constitution and By-Laws of this Association.
- 33-34. This Constitution and By-Laws amended _____ in accordance with Article XVI. Section 1 Constitution and By-Laws of this Association.

ARTICLE XIX

Dissolution of the Association

The Association may be voluntarily dissolved by proper resolution submitted in accordance with North Carolina General Statute 55A-45a (1), (2), and b. Upon dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of Section 501 © (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by the Superior Court of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine which are organized and operated exclusively for such purposes.

PROVIDED THAT WHICH FOLLOWS IS IN COMPLIANCE WITH THE PRECEDING, it is the desire of the Association that any assets remaining for distribution under North Carolina General Statute 55A-45 (3), (4), and (5) shall be divided equally among all North Carolina state-supported Universities offering accredited programs leading to the degree of Social Work for the benefit of deserving students enrolled in the social work course of study.