2019-2020 Reference Manual

**Rotary Club of Charlotte-South**

Club Number 21570 ♦ Chartered January 30, 1984

District 7680 ♦ Zone 33

www.charlottesouthrotary.com



***Service Above Self***

***The Four-Way Test***

…of the things we think, say and do:

1. Is it the truth?
2. Is it fair to all concerned?
3. Will it build goodwill and better friendship?
4. Will it be beneficial to all concerned?

Weekly luncheons every Monday at 12:30pm

Café Monte,6700 Fairview Rd #108, Charlotte, NC 28210

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# Rotary Club of Charlotte-South’s 2019-2020 Goals

*Mission Statement: “We are a diverse fellowship of service-oriented professionals actively committed to improving our community and the world.”*

**Key Club Goals**

* Earn the *Presidential Citation Award –* see Appendix for detailed criteria
* Contribute $25 per capita to Coins for Alzheimer’s Research Trust over the year

**Key Goals Tracked on Rotary.org** (see website for end-of-year achievement statistics & history)



# Local Rotary Leadership

**Rotary Club of Charlotte-South**

**Officers**

President Richard Bett

President-Elect David Kostmayer

Vice President Marty McCarthy

Secretary Hannah Kay Herdlinger

Treasurer Craig Gannaway

Sergeant-at-Arms David Laws

Immediate Past President N/A

**Directors**

Club Administration Julie Freeland

Membership David Hepp

Public Image Steve Grubner

Service Projects Cyndi Henry

Rotary Foundation Dana Goldfarb

Social & Special Events Leigh Jenkins

♦♦♦♦♦♦♦♦♦

**Charlotte-South Rotary Charitable Foundation, Inc.**

President Tom Smith

Vice President Joe Canady

Secretary Karen Pike

Treasurer Lauren Martinez

Directors Josh Hall

 Hadley Pacheco

Lynn Shillinglaw

Curt Oliver

Steve Onxley

Mary Staton

♦♦♦♦♦♦♦♦♦

**Rotary District 7680**

Governor Beth Trotter

Governor-Elect Mike Walker

Governor-Nominee Nicolino Iannelli

Governor-Nominee Designate Kamlesh Chandan

Immediate Past Governor David Hare

Secretary Wally Olson

Treasurer Phil Volponi

Assistant Governor Paula Jeanne Smith

# Financial Statements

## Operating Budget

**REVENUES**

 Active Member Dues 58 @ $344 ($86/quarter) $ 19,952

 Meals

Members 54\*@ $20.27/meal, for 44 luncheons 48,162

 Guests and

Visiting Rotarians 3.5 @ $20.00/meal, for 44 luncheons 3,080

**Total Projected Income $ 71,194**

**EXPENSES**

Committees

 Club Administration $ 6,000

 Fellowship 1,000

Membership 1,000

 Public Image 1,000

 President’s Fund 1,000

 Dues

District 7680 58 @ $45 2,610

Rotary International 58 @ $60 3,480

RI Council on Legislation\*\* 58 @ $1.50

Rotarian Magazine 58 @ $12 696

Meals 45 @ $20.27/meal, for 44 luncheons 39,243

Training

District Conference (Charleston, SC) 2,500

International Convention (Toronto, Canada) 5,000

PETS or President-Elect Training Seminar 1,000

RLI or Rotary Leadership Institute (6 @ $95) 570

**Total Projected Expenses $ 65,099**

\* 4 – Rule of 85 Members

\*\*RI *Council on Legislation* is every three years, hence only charged every three years (last charged on the July, 2015 Semi-Annual Dues Statement, for the April, 2016 *Council on Legislation*).

## Service Budget

**REVENUES**

 Charlotte-South Foundation 60 @ $100 ($25/quarter) $ 6,000

District Grant (DDF) 1,750\*

Golf Tournament October 9, 2017 25,000 Individual Pledges 2,500

Rotary Foundation 53 @ $120 ($30/quarter) 6,360

 7 @ $1,000 7,000

Weekly Raffle $15 net/week for 44 luncheons 660

**Total Projected Revenues $ 49,270**

**OUTLAYS**

 *Dedicated Funds*

Beach Blast $ 17,500

 CARTS (*Weekly Raffle*) 660

 Charlotte-South Foundation (*Quarterly Statements*) 6,000

End Polio Now (*Individual Pledges*) 2,500

Rotary Foundation\* (*Quarterly Statements & Rotary Direct*) 13,360

Scholarships (*Charlotte-South Foundation*)

*District/Joint Projects*

District Global Project 500

RISE of Peace Summit 500

South Mecklenburg High School Interact Club 500

SFTL or Seminar for Tomorrow’s Leaders 500

NewGen Peacebuilders 500

Trees Charlotte (environment) 500

*Other*

 Member Project Funding Requests 6,250

**Total Projected Outlays $ 49,270**

\*A minimum of 25% will be available for our use as a DDF Grant in three years. In 2014-2015, our Club gave $6,915. x 0.25 = $1,729 minimum will be granted for the 2017-2018 Rotary year. We have submitted a request in the amount of $6,000 for our Beach Blast Project.

# Club Calendar

The club’s detailed monthly calendar is maintained electronically on DACdb. Please visit this site regularly to keep updated on club meeting dates (and cancellations), social events, leadership training seminars, board meeting dates, etc.

Please be sure to mark your calendars regarding these key events:

* October 14th, 2019 – Tee off 4 Kids Golf Classic at Providence Country Club. This is our principle annual fund-raising event.
* December 16, 2019 – Holiday Luncheon.
* May 2nd, 2020 - Beach Blast. This is our signature annual charity event.
* June 27th, 2020 – Governor Mike Walker Installation

# Club, District and Rotary International Webpages

Club: www.charlottesouthrotary.com

District: www.rotary7680.org

Rotary International: www.rotary.org

**District/Club Database login:**

From our club webpage, select **Member Login** (lower left)

**<User Name>** is your email address

**<Password>** is your RI ID (found on the mailing label of Rotary Magazine)

**<Club Number>** is 21570

Select **My Club**

From the district webpage, select **District Database** (upper right)

**<User Name>** is your email address

**<Password>** is your RI ID (found on the mailing label of Rotary Magazine)

**<Club Number>** is 21570

Select **My Club**

**Rotary International webpage login:**

Go to www.rotary.org

Select **My Rotary** (upper middle)

Select **Create Account**

**<District Number>** 7680

**<Club Number>** 21570

**<Membership ID>** is your RI ID (found on the mailing label of Rotary Magazine)

**<Sign-in email>** is your email address

**<Password>** must be at least eight characters and contain one lowercase and one number. It cannot include any part of your sign-in email address.

# Social Media

From our club webpage select **Follow us on Facebook** or **LinkedIn** or **on Twitter** hyperlinks (located on the lower left), or

**Facebook**: www.facebook.com/CLTSouthRotary

**LinkedIn**: www.linkedin.com/groups/CharlotteSouth-Rotary-Club-2237701?homeNewMember=&gid=2237701&trk=&fromEmail=&ut=19hIDc\_NpJDSs1

**Twitter**: https://twitter.com/CLTSouthRotary

# Local Rotary Clubs

For a complete, up-to-date listing of when and where District 7680 clubs meet, please visit DACdb, click the District tab, then the Clubs icon followed by the Where Clubs Meet link. The following summarizes some select Charlotte area club information organized by weekly meeting day:

**MONDAY**

**Charlotte Top of the Week**
Monday, 7:30am
UNCC Center City Uptown
320 E. 9th Street, Charlotte
www.topoftheweekrotary.com

**Charlotte North**
Monday, 12:15pm
*Maggianos Little Italy Restuarant*
4400 Sharon Road, Charlotte
www.charlottenorthrotaryclub.org

**Davidson**Monday, 12:00pm
*North Harbor Club*
100-D N. Harbor Place, Davidson

www.davidsonrotaryclub.org

**Matthews**
Monday, 12:30pm
*Levine Senior Center*
1050 DeVore Lane, Matthews
www.matthewsrotary.org

**Huntersville Happy Hour**
Monday, 5:30pm
*Spare Time Bowling Alley*
16317 Old Statesville Road, Huntersville
www.rotary-happy-hour.org

**Charlotte International**
Monday, 6:00am
*Pfeiffer University*
1515 Mockingbird Lane, Suite 211, Charlotte
www.charlotteinternationalrotary.org

 **TUESDAY**

**Charlotte**
Tuesday, 12:30pm
*Fairfield Inn & Suites-*Charlotte Uptown
201 S. McDowell Street, Charlotte
www.charlotterotary.org

**The Queen City**

Tuesday 6:30PM

*Hickory Tavern*

2nd and 4th Tuesdays of the Month

1100 Metropolitan Ave., Charlotte

**WEDNESDAY**

**Charlotte West**
Wednesday, 12:00pm
*Dilworth Neighborhood Grille*
911 E. Morehead Street, Charlotte

**North Mecklenburg County**
Wednesday, 12:15pm
*The Peninsula Club*
19101 Peninsula Club Drive, Cornelius
www.northmeckrotary.org

**THURSDAY**

**Charlotte Providence**
Thursday, 12:30pm
*Maggiano’s Little Italy*
4400 Sharon Road, Charlotte
www.charlotteprovidencerotary.org

**Lake Norman-Huntersville**
Thursday, 7:30am
*Northstone Country Club*
15801 Northstone Drive, Huntersville
www.lakenormanrotary.org

 **FRIDAY**

**Charlotte South Park**

Friday, 7:30am
*Doubletree Guest Suites*-Charlotte SouthPark
6300 Morrison Boulevard, Charlotte
www.charlottesouthparkrotary.com

**Mecklenburg County South**
Friday, 7:15am
*Another Broken Egg Restaurant*

11324 N. Community House Road, Charlotte
www.mecksouthrotary.org

**Charlotte Dilworth South End**
Friday, 11:30pm
*Dilworth Neighborhood Grill*
911 E. Morehead Street, Charlotte
www.charlottedilworthrotary.org

**Ballantyne**
Friday, 12:00pm
*Zinicola Italian Restaurant*

1st & 3rd Fridays of the Month
14835 Ballantyne Village Way Suite 140, Charlotte
www.ballantynerotaryclub.org

# Rotary Background

## What is Rotary?

Rotary is an organization of business and professional men and women united worldwide to provide humanitarian service, encourage high ethical standards in all vocations, and build goodwill and peace in the world.

## Object of Rotary

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

**First:** The development of acquaintance as an opportunity for service.

**Second:** High ethical standards in business and professions, the recognition of the worthiness of all useful occupations, and the dignifying of each Rotarian's occupation as an opportunity to serve society.

**Third:** The application of the ideal of service in each Rotarian's personal, business, and community life.

**Fourth:** The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.

## Rotarian Code of Conduct

As a Rotarian I will:

1. Act with integrity and high ethical standards in my personal and professional life.
2. Deal fairly with others and treat them and their occupations with respect.
3. Use my professional skills through Rotary to: mentor to young people, help those with special needs, and improve people’s quality of life in my community and the world.
4. Avoid behavior that reflects adversely on Rotary or other Rotarians.

## Rotary’s Core Values

**Service** We believe that our service activities and programs bring about greater world understanding and peace. Service is a major element of our mission. Through the plans and actions of individual clubs, we create a culture of service throughout our organization that provides unparalleled satisfaction for those who serve.

**Fellowship** We believe that individual efforts focus on individual needs, but combined efforts serve humanity. The power of combined efforts knows no limitation, multiplies resources, and broadens our lives and perspectives. Fellowship leads to tolerance and transcends racial, national, and other boundaries.

**Diversity** We believe Rotary unifies all people internationally behind the ideal of service. We encourage diversity of vocations within our membership and in our activities and service work. A club that reflects its business and professional community is a club with a key to its future.

**Integrity** We are committed to and expect accountability from our leaders and fellow members, both in the results of our efforts and in the processes we use to accomplish our goals. We adhere to high ethical and professional standards in our work and personal relationships. We are fair and respectful in our interactions, and we conscientiously steward the resources entrusted to us.

**Leadership** We are a global fellowship of individuals who are leaders in their fields of endeavor. We believe in the importance of leadership development and in leadership as a quality of our members. As Rotarians, we are leaders in implementing our core values.

# Rotary Structure

**Club**

The Rotary Club is the basic unit of Rotary activity, and each club determines its own membership. Clubs originally were limited to a single club per city, municipality, or town, but Rotary International has encouraged the formation of additional clubs to create opportunities for service. Most clubs meet weekly, usually at a mealtime on a weekday in a regular location, when Rotarians can enjoy fellowship and hear from a variety of guest speakers.

Each club also conducts various service projects within its local community, with other clubs in the local area, and with clubs around the world. Most clubs also hold social events at least quarterly and in some cases more often.

Each club elects its own president and officers among its active members, serving a one-year term. The governing body of the club is the Club Board, consisting of the President, Vice President, President-elect, Secretary, Treasurer, Directors and Immediate Past President. The President usually appoints the Directors to serve as chairs of the major club committees. As a Rotarian you are welcome to attend weekly meetings at any Rotary club around the world.

**District** *- supports the Clubs*

The District Governor is an officer of Rotary International and represents the RI Board of Directors in the field and leads their respective Rotary District. Our club belongs to District 7680, which is comprised of 59 clubs with a total membership of roughly 3,000, residing in 14 counties (from the VA state line to the SC state line, and from Boiling Springs to Hamlet).

**Zone** *- supports the Districts and clubs*

The Zone Director serves as a member of the RI Board of Directors, and heads two zones. Our district belongs to Zone 33 which is roughly 34,500 members from 15 districts or 790 clubs in MD, DE, DC, VA, WV, NC, SC and parts of TN.

**Rotary International** *- supports the Zones, Districts and Clubs*

Rotary International is governed by the Board of Directors composed of the International President, the President-Elect, RI’s General Secretary, and 17 Zone Directors. The International Board meets quarterly to establish policies and make recommendations to the overall governing bodies, the RI Convention and the RI Council on Legislation.

The chief operating officer of RI is the General Secretary, who heads a staff of about 800 working at the international headquarters in Evanston and in seven international offices around the world. There are roughly 1,225,827 Rotarians worldwide from 530 districts or 35,015 clubs in 200 countries or territories.

# The Rotary Foundation

At the 1917 convention in Atlanta, GA, outgoing RI President Arch C. Klumph proposed to set up an endowment *“for the purpose of doing good in the world”.* The stated mission is to *“enable Rotarians to advance world understanding, goodwill, and peace through the improvement of health, the support of education, and the alleviation of poverty”.* When Rotary founder Paul Harris died in 1947, contributions began pouring in to Rotary International, and the Paul Harris Memorial Fund was created to build the Foundation.

The Rotary Foundation is governed by the Board of Trustees consisting of the Trustee Chair, 14 Trustees, and RI’s General Secretary (who is the only person serving on both the RI Board of Directors and the Rotary Foundation’s Board of Trustees). The Rotary Foundation operates separately from Rotary International.

**Evolution of the Rotary Foundation**

1928 Renamed the *Rotary Foundation* when the endowment fund had grown to $5,739, and it became a distinct entity within Rotary International.

1929 First gift of $500 to the *International Society for Crippled Children*, (later the *Easter Seals Society*).

1947 The Rotary Foundation established its first program, *Fellowships for Advance Study*, later known as *Ambassadorial Scholarships*.

1957 *Paul Harris Fellow* designation created to recognize gifts totaling $1,000.

1965 Three programs were launched: *Group Study Exchange, Awards for Technical Training*, and *Grants for Activities in Keeping with the Objective of The Rotary Foundation*, which was later called *Matching Grants*.

1978 Rotary introduced the *Health, Hunger and Humanity (3-H) Grants*. The first 3-H Grant funded a project to immunize 6 million Philippine children against polio.

1985 The *Polio Plus* program was launched to eradicate polio worldwide. Also, the *Benefactor* designation was created to recognize $1,000 gifts from estate plans.

1986 *Rotary Grants for University Teachers* introduced.

1987 The first peace forums were held, leading to *Rotary Peace Fellowships*.

1991 *Major Donor* designation was created to recognize gifts of $10,000.

1999 Six *Rotary Centers* for *International Studies in Peace and Conflict Resolution* were established (one center is a partnership between Duke University and UNC). Also, the *Bequest Society* was created to recognize $10,000 gifts from estate plans.

2003 *Diversified Simple Grants* and *Individual Grants* program were introduced, the latter providing continued support for *Rotary Volunteers*.

2013 *Future Vision Plan* simplifies all programs-now *District Designated Funds* *(DDF)* and *World Funds* enable Rotarians around the world to respond to the world’s greatest needs. These replaced *Diversified Simple Grants*, *Individual Grants*, *Matching Grants*, *Ambassadorial Scholarships*, *Health, Hunger and Humanity Grants (3-H)*, and *University Teachers Grants*. *Vocational Training Teams (VTT)* replaced *Group Study Exchange (GSE)* with a continued emphasis on simplification and local decision making. The new *Rotary Foundation Areas of Focus* are:

* Peace and conflict prevention/resolution
* Disease prevention and treatment
* Water and sanitation
* Maternal and child health
* Basic education and literacy
* Economic and community development

2020 New Gen Peace Builders Grant helps high school students learn about Peace and Conflict Resolution skills. The program targets over 65 students annually.

Since the Rotary Club of Kansas City, MO first donation of $26.50 in 1918, (their remaining convention budget), the Rotary Foundation has received contributions exceeding $1 billion.

# Charlotte-South History

**1984-Present**

The Rotary Club of Charlotte-Pineville was chartered on **January 5, 1984** at Cedarwood Country Club as a mid-day luncheon club. Lunches began at Quincy’s Restaurant on Highway 51. The Rotary Club of Dilworth was our sponsor.

The area wasn’t ready to support a Rotary Club, so the charter was relinquished after 6 months. Yet members persisted and we were re-chartered as the Rotary Club of Charlotte-South **on June 20, 1985**; luncheons were moved to Morrison’s Cafeteria in SouthPark Mall. Hence, we are one of only a few clubs worldwide with two charters, and two club names!

After meeting at various locations over the years, we moved to Zebra Restaurant in 2007. When Zebra closed in 2016, we found a new home at Del Frisco’s in 2016 and finally our most recent move to Café Monte in 2019. Our reputation for having the best food remains intact!

## Fund Raising

Since our inception in 1985, our principle fund raiser has been our Annual Golf Outing. For 34 years we have conducted this outing at various locations, but starting in 1996, the venue was moved to Providence Country Club and but for a brief departure due course redesign, the outing continues to be held at Providence Country Club. Each year we attract upwards of 100 golfers for a day of fun and competition.

Our members are very active in volunteering their time at the outing, securing players and sponsoring or securing sponsors to make the event a success each year. The event has grown each year and each year we net between $25,000 and $30,000. It is arguably one of the better “non-professional” organized events and again has sustained itself for 34 years.

Other fund raising through the years include $1 fines for not wearing your Rotary pin; the weekly raffle for a bottle of wine and money for, $1 for Health & Happiness moments; $1/year of marriage on a member’s anniversary (woe to the cheapskate who underpays their years) and birthdays; occasional auctions of donated items such as Panther tickets; and the World Wine Tasting Tour (which yielded over $20,000 in 2011 and we were able to donate $10,000 to Rotary’s signature project - *End Polio Now.* We are always looking for new ideas for fund raising … Any Thoughts???

## Significant Service

One Rotarian, Dick Keffer, had an idea and in 1989 our club’s signature project was born…***Beach Blast*!** Working with Charlotte-Mecklenburg Schools’ and former Charlotte South Rotarian, Beverly Mauldin, we organize and transport roughly 500 excited middle school students and their teacher chaperones to Huntington Beach State Park in South Carolina. Most have never seen the beach or ocean before this fascinating adventure. Teachers use *Beach Blast* to motivate students throughout the year. The students are taught about what an ocean is, water safety and an overview of Rotary After 32 years, we have hosted more than 12,000 students. The Rotary Club of Myrtle Beach Surfside has been our partner for several years.

Some of the other projects The Rotary Club of South Charlotte has supported are:

1. College scholarships were offered to select, worthy *Beach Blast* participants. What a thrill when our first recipient earned her medical degree. She has truly represented Rotarian values in her professional endeavors. Over $100,000 in scholarships have been awarded. However, this program is no longer active.
2. *Give Kids the World* provides terminally-ill children and their family a last opportunity to make memories at this unique resort adjacent to the Magic Kingdom, MGM, Epcot and Sea World in Kissimmee, FL. Initiated by Ken Barrett in 1995, and coordinated by Beverly Mauldin for many years, this relatively simple project continues to impact so many, so dearly. Sad letters of a child’s passing are usually accompanied by memories the brothers and sisters will hold for a lifetime. This program too is no longer active.
3. Rotarians offer solutions where there are needs, so in 1996 we built the first wheelchair accessible playground in Mecklenburg County at the Harris YMCA, benefiting 8,500 wheelchair bound children. In addition to sweat equity, our club of roughly 40 members committed $28,000 over five years-which was financially another turning point for our club.
4. As we grew our own club, we helped charter the Rotary Club of Beirut Cosmopolitan, Lebanon and we quickly agreed to be *Sister Clubs* in 1996. For many years we have supported their efforts to educate war orphans-Christian, Jewish and Muslim children in the same classroom. Other benefits of our *Sister Club* relationship have also included cultural, youth and vocational exchanges.
5. New clubs offer an opportunity for others to serve, so we have sponsored several: ***The Rotary Club of Mecklenburg-South*** in 1997, ***The Rotary Club of Charlotte-SouthPark (breakfast)*** *in 2001* and ***The* *Rotary Club of Charlotte End-of-the-Week*** *in 2013*.
6. Charlotte-South hosted the *2004 International Golfing Fellowship of Rotary World Championship*. Rotarians from around the world came to Charlotte to participate in this event. We partnered with other area clubs to raise seed money and operate this massive project. Five other country clubs hosted golfers for the Championship; spouses were entertained with shopping at SouthPark and trips to Stowe Botanical Gardens and the Biltmore House in Asheville. Charlotte Mayor Pat McCroy (former NC Governor), was on-hand at the Omni Hotel for the awards banquet.
7. In August, 2011 Macon Dunnagan was a Guest Speaker regaling tales of climbing Mount Kilimanjaro-which led to (1) Macon becoming a Rotarian, (2) Mike Walker suggesting Macon lead a team from our club to climb Mount Kilimanjaro and (3) President Janet Newton recommending the district join in the fun. By September 2012, a 28-person team from 14 clubs raised over $135,000 for Rotary’s *End Polio Now* campaign. This has become an annual event led by Charlotte-South. Total contributions increased to over $195,000. Our club truly made history and changed the world.
8. Charlotte-South has received many Rotary International Foundation grants, enabling us to build a blood bank for Pushpa Mission Hospital, and working together with clubs in Turkey to teach 101 literacy courses, and another grant to provide desks for school children in Madhya Pradesh, India. Locally we were awarded grants to provide seed support for the YMCA Y-Readers Program which has turned into a National YMCA program.

## Club Excellence

District 7680 was established in 1992 and we earned our first district award for Community Service for the Beach Blast project. Since the true objective of awards and trophies are to motivate clubs, our club focused our attention on winning the Mark Markanda Trophy for the best club with fewer than 50 members. We responded and earned the Mark Markanda Trophy a record four consecutive years before moving up to the large club division. Thus began our tradition of district recognition and club excellence. As we have grown (and shrunk), our club has remained financially stable, relevant, vibrant, respected and the birthplace of District Leadership.

This culminated with **Bill Belk** becoming the District Governor in 2003-2004, **Tom Smith** in2016-2017, **Scott Van Der Linden** in 2017-2018 and **Mike Walker** in for 2020-2021.Very few clubs can claim this type of leadership.

# Charlotte-South Rotary Charitable Foundation, Inc.

Established June 28, 1999, the *Charlotte-South Rotary Charitable Foundation, Inc.* (CSRCF) is a 501(c)(3) charitable organization, created by the Rotary Club of Charlotte-South to serve the same purposes as *The Rotary Foundation*, but on a more local basis.

The role of the CSRCF is to support the charitable endeavors of the Rotary Club of South Charlotte. As a 501(c)(3) it can accept funds to further the club’s charitable deeds. The Foundation currently provides major funding for Beach Blast and other programs that the club recommends they support.

CSRCF is governed by the Board of Directors, who must be active members of the Rotary Club of Charlotte-South. The Charlotte-South Rotary Charitable Foundation, Inc. operates separately from the Rotary Club of Charlotte-South.

# Beneficiaries through the Years

A Child’s Place

Adult Care & Share Center

Alexander Children’s Home Crisis Shelter

Myers Park Campus’ Entrance Gate (Selwyn Elementary, Alexander Graham Middle and Myers Park High)

Ambassadorial Scholarships

American Red Cross

Angel Food Ministries

Arthritis Foundation

Bangladesh-Food for Children

Beach Blast

Beds for Kids

Bolivian Salt Fluoridation

Buenos Aires, Argentina-Prosthetics

Chameleon’s Journey Camp

Camp Lurecrest

Carolina Raptor Center

CART or Coins for Alzheimer’s Research Trust

Charlotte Catholic Interact Club

Charlotte Community Health Clinic

Charlotte Eagles Summer Camp

Charlotte Flights Track and Field Club

Charlotte Mecklenburg Schools

Charlotte Rescue Mission

Charlotte Symphony Orchestra

Charlotte Urban Ministries

Charlotte-Mecklenburg Council on Aging

Children’s Theater of Charlotte

Community Link

Cooper-Riis Residential Mental Health

Crisis Assistance Ministries

Eastover Elementary students greeted by President Clinton in the White House

Education for war orphans in Beirut, Lebanon

Ein Gedi at the Charlotte Jewish Day School

Empty Stocking Fund

End Polio Now and Polio Plus

Ethiopian WASH Project (clean water)

Explorer Scouts Vocational Speakers

Flight of Honor-World War II Veterans

Girl Scouts Hornets’ Nest Council

Give Kids the World

GSE or Group Study Exchange

Habitat for Humanity

Haiti

Hands on Charlotte

Harris YMCA Handicapped Children’s Playground

Hear Cricket Fund-Hearing Aids

Helping Hearts Crèche in Poriyar, India

Holy Angels

Hospice and Palliative Care

Hurricane Katrina Relief

IGFR World Championship or International Golfing Fellowship of Rotary with other area Rotary clubs

International House

Junior Achievement

LDA or Learning Disability Association

Lifespan

Literacy courses for Istanbul, Turkey with the Rotary Club of Faith

Literacy programs at CPCC

Literacy programs for Liberia, Africa with World Mission Outreach

Little Hearts Honduras

Loaves for Fishes

Lupus Foundation of America

March of Dimes-Immigrant Immunization

McClintock School Partnership/Christ Lutheran

McLeod Center

Med Assist of Mecklenburg

Medical Clinic in Argentina

Myers Park High School Chamber Choir

Navy Seal Legacy Foundation

NC Air National Guard

NC SOAR-Learning Disabilities

New Gen Peace Builders

New Outreach Ministries

Olympic High School Career Day

Operation Christmas Child

Patriot’s Path

Promising Pages

Pushpa Mission Hospital (India) blood bank with Rotary clubs in Italy and India

Rama Road Elementary

Replacing America Flags at CMS schools

RISE of Peace Summit

Ronald McDonald House of Charlotte

Rotary Boy Scout Expo

Run for Peace Scholarships

RYE or Rotary Youth Exchange

RYLA or Rotary Youth Leadership Awards

Salvation Army

San Miguel, Mexico-clinic in partnership with Carolinas Medical Center

Scholarships for Beach Blast participants

Science Laboratory in Swaziland

Sedgefield Elementary

SFTL or Seminar for Tomorrow’s Leaders

Shelter Boxes

Sowing Seeds to Fight Hunger Worldwide

Special Olympics

Stop Hunger Now

Supportive Housing Communities

The Family Center

The Harvest Center

Think Caribbean! (satellite phones)

Thompson Children’s Home

Trees Charlotte

USO at Charlotte-Douglas International

Wesley Nursing Home

West Mecklenburg High School HOSA or Health Occupation Students Awards

Wheelchair Foundation

Wild Acres Music Camp

Wings of Hope

World Affairs Council

YMCA Camp Thunderbird

YMCA YReaders Program

Youth Homes Incorporated

# Recent Notable Rotarians

**Past Presidents** **Distinguished Rotarians**

2014-2015 Andy Bach Mike Walker

2015-2016 Ruth Samuelson Curt Oliver

2016-2017 Josh Hall Julie Freeland

2017-2018 Hadley Perry Pacheco Jan Richards

2018-2019 Pamela Jefsen Hadley Perry Pacheco

2019-2020 Richard Bett Leigh Jenkins & Dana Goldfarb

# Recent District 7680 Awards

2014-2015 Presidential Citation

2015-2016 Gold Club Presidential Citation

2016-2017 Gold Club with Distinction Presidential Citation Governor’s Appreciation Award

2017-2018 Gold Club Presidential Citation

2018-2019 Gold Club Presidential Citation

# Recent District 7680 Leadership

2012-2015 Tom Smith Assistant District Governor

2015-2018 Mike Walker Assistant District Governor

2016-2017 Tom Smith District Governor

2016-2017 Janet Newton Governor’s Aide

2016-2017 Mary Staton District Foundation Banquet Chairperson

2017-2018 Scott Van Der Linden District Governor

2017-2018 Curt Oliver District Governor Installation Banquet Chairperson

2018-2019 Tom Smith Polio Chairman

2019-2020 Hannah Kay Herdlinger District Interact Leadership Workshop Chairperson

2020-2021 Mike Walker District Governor

# Rotary Leadership Institute (RLI) Graduates

Josephine Friedland

Marc Friedland

Tom Smith
Scott Van Der Linden

Mike Walker
Richard Bett

Hannah Kay Herdlinger

Ed Dement

Paul Harris Fellows **(Active, LOA & Honorary Members)**

John Ashworth

Fred Beaman

Bill Belk

Tony Bikhazi

Charles Buckley

Jim Burrier

Joe Canady

Michael Caporal

Claudio Carpano

Cynthia Clark

Bill Ferguson

Julie Freeland

Josephine Friedland

Marc Friedland

Josh Hall

Josh Henninger

Bonnie Hunter

Leigh Jenkins

David Kostmayer

Beverly Mauldin

Marty McCarthy

Stephen Onxley

Penny Parker

Karen Pike

Jan Richards

Carl Rogers

Tom Smith

Mary Staton

Scott Van Der Linden

Mike Walker

Susan Walker

Treena Watson

# Paul Harris Society

Joyti Friedland

Marc Friedland

Ruth Samuelson

Tom Smith

Mary Staton

Scott Van Der Linden

Mike Walker

Brandy Milazzo

# Major Donors

Bill Belk

Bonnie Hunter

Dick Keffer

Tom Smith

Scott Van Der Linden

# Bequest Society

Susan Burgess

George Edmiston

Randi Edmiston (spouse)

Mary Ellis

Josh Henninger

Mollie Henninger (spouse)

Bonnie Hunter

Leigh Jenkins

Andrew Jones

Adam Kantback\*

Bill Kearney

Wanda Kearney (spouse)

Linda Loftis-Vrooman

Lindsey McAlpine

Jim Montag\*

Cathey Parris

Carl Rogers

Lou Russo

Tom Smith

Judson Stringfellow

Mike Walker

Scott Van Der Linden

David Vrooman

# Benefactors

Bill Belk

John Brinton

Patrick Burgess

Jim Burrier

Greg Close

George Edmiston

Mary Ellis

Josh Henninger

Bonnie Hunter

Leigh Jenkins

Andy Jones

Bill Kearney

Dick Keffer

Linda Loftis-Vrooman

Lindsey McAlpine

Mike Miles

Cathy Parris

James Robards

Lou Russo

Tom Smith

Judson Stringfellow

Scott Van Der Linden

David Vrooman

Mike Walker

Tom Walker

Treena Watson

Dale Witt

# Appendix

## 2019-2020 Rotary Citation Criteria

The Rotary Citation recognizes Rotary clubs that support our strategic priorities by completing certain activities. Clubs have the entire Rotary year to achieve the citation’s goals. Rotary can automatically verify many of your club’s achievements as long as you keep your club and member information up to date in My Rotary.

To be eligible for the Rotary Citation, clubs need to begin the year as active clubs that are in good standing and remain so throughout the year. Achievements will be compared with membership figures from 1 July

2019 and will be recognized after the 1 July 2020 numbers are final, on 15 August 2020.

**UNITE PEOPLE**

Achieve at least 5 of the following goals:

* Appoint an active club membership committee comprised of no less than five members and report the chair to Rotary International
* Achieve a net gain in membership
* Maintain or improve your club’s retention of current and new members:
* Improve your club’s retention rate by 1 percentage point, **or**
* If your club’s retention rate was 90 percent or more in 2018-2019, maintain it
* Achieve a net gain in female members or members under the age of 40
* Conduct a study of your members’ occupations, and work to align your membership with the mix of businesses and professions in your community
* Sponsor or co-sponsor a new Rotary club or Rotary Community Corps
* Sponsor or co-sponsor an Interact or Rotaract club
* Host an event for Rotary alumni, and highlight Rotary’s networking opportunities
* Sponsor a Youth Exchange student or RYLA participant

**TAKE ACTION**

Achieve at least 5 of the following goals:

* Appoint an active club Foundation committee comprised of no less than five members and report the chair to Rotary International
* Increase the number of members involved in service projects
* Contribute at least $100 per capita to the Annual Fund of The Rotary Foundation
* Hold an event to raise funds for, or to increase awareness of, Rotary’s work toward polio eradication
* Conduct a significant local or international service project in one of Rotary’s six areas of focus
* Post successful club projects, with details about activities, volunteer hours, and funds raised, on Rotary.org
* Continue or establish a partnership with a corporate, governmental, or nongovernmental entity and work on a project together
* Use Rotary’s brand guidelines, templates, People of Action campaign materials, and related resources
* Arrange for the club’s members to talk with the media to tellyour club’s and Rotary’s story

This year, clubs can receive the **Rotary Citation with Presidential Distinction** when they achieve the Rotary Citation plus one to three additional goals.

Achieve these goals in addition to earning the Rotary Citation to receive SILVER (1 goal), GOLD (2 goals), or PLATINUM (3 goals) distinction

* **Connect leaders**. Achieve a net gain of five or more members
* **Connect families**. Organize a family-oriented service project that connects families of your members, youth program participants, and others
* **Connect professionally**. Initiate or continue a leadership, personal, or professional development program to enhance members’ skills
* **Connect community**. Show how your club’s members are People of Action by promoting your club and its service activities on social media at least four times per month

## Rotary Roles & Responsibilities

* Board Member Roles & Responsibilities: See Club Roles on MyRotary
* Maintaining Club Reference Manual
	+ Overall Responsibility – Incoming President
	+ Maintain Calendar: Social Chair & Secretary

## Constitution of the Rotary Club of Charlotte-South

(The Bylaws of Rotary International provide that each club admitted to membership in RI shall adopt the prescribed standard Club Constitution. The prescribed Club Constitution may be updated after each *Council on Legislation*, which convenes every three years. Next *Council on Legislation* is 2019).

**Article 1 Definitions**

As used in this constitution, unless the context otherwise clearly requires, the words in this article shall have the following meanings:

1. Board: The Board of Directors of this club.

2. Bylaws: The bylaws of this club.

3. Director: A member of this club’s Board of Directors.

4. Member: A member, other than an honorary member, of this club.

5. RI: Rotary International.

6. Year: The twelve-month period, which begins on July 1.

**Article 2 Name**

The name of this organization shall be Rotary Club of Charlotte-South, NC, USA (Member of Rotary International).

**Article 3 Purposes**

The purposes of this club are to pursue the Object of Rotary, carry out successful service projects based on the Five Avenues of Service, contribute to the advancement of Rotary by strengthening membership, support The Rotary Foundation, and develop leaders beyond the club level.

**Article 4 Locality of the Club**

The locality of this club is as follows: SouthPark and other areas in south Charlotte, NC.

**Article 5 Object**

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

*First.* The development of acquaintance as an opportunity for service;

*Second.* High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignifying of each Rotarian’s occupation as an opportunity to serve society;

*Third.* The application of the ideal of service in each Rotarian’s personal, business, and community life;

*Fourth.* The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.

**Article 6 Five Avenues of Service**

Rotary’s Five Avenues of Service are the philosophical and practical framework for the work of this Rotary club.

*Club Service*, the first Avenue of Service, involves action a member should take within this club to help it function successfully.

*Vocational Service*, the second Avenue of Service, has the purpose of promoting high ethical standards in businesses and professions, recognizing the worthiness of all dignified occupations, and fostering the ideal of service in the pursuit of all vocations. The role of members includes conducting themselves and their businesses in accordance with Rotary’s principles and lending their vocational skills to club-developed projects in order to address the issues and needs of society.

*Community Service*, the third Avenue of Service, comprises varied efforts that members make, sometimes in conjunction with others, to improve the quality of life of those who live within this club’s locality or municipality.

*International Service*, the fourth Avenue of Service, comprises those activities that members do to advance international understanding, goodwill, and peace by fostering acquaintance with people of other countries, their cultures, customs, accomplishments, aspirations, and problems, through reading and correspondence and through cooperation in all club activities and projects designed to help people in other lands.

*Youth Service*, the fifth Avenue of Service, recognizes the positive change implemented by youth and young adults through leadership development activities, involvement in community and international service projects, and exchange programs that enrich and foster world peace and cultural understanding.

**Article 7 Exceptions to Provisions on Meetings and Attendance**

The bylaws may include rules or requirements not in accordance with article 8, section 1; article 12; and article 15, section 4, of this constitution. Such rules or requirements shall supersede the rules or requirements of these sections of this constitution; a club, however, must meet at least twice per month.

**Article 8 Meetings**

**Section 1** — *Regular Meetings. [See article 7 for exceptions to the provisions of this section.]*

(a) *Day and Time.* This club shall hold a regular meeting once each week on the day and at the time provided in the bylaws. Attendance may be in person, through an online meeting, or using an online connection for members whose attendance otherwise would be precluded. Alternatively, a club shall hold a meeting once each week or during the week(s) chosen in advance by posting an interactive activity on the club’s website. The latter type of meeting shall be considered as held on the day that the interactive activity is to be posted on the website.

(b) *Change of Meeting.* For good cause, the board may change a regular meeting to any day during the period commencing with the day following the preceding regular meeting and ending with the day preceding the next regular meeting, or to a different hour of the regular day, or to a different place.

(c) *Cancellation.* The board may cancel a regular meeting if it falls on a legal holiday, including a commonly recognized holiday, or during the week which includes a legal holiday, including a commonly recognized holiday, or in case of the death of a club member, or of an epidemic or of a disaster affecting the whole community, or of an armed conflict in the community which endangers the lives of the club members. The board may cancel not more than four regular meetings in a year for causes not otherwise specified herein provided that this club does not fail to meet for more than three consecutive meetings.

**Section 2** — *Annual Meeting.* An annual meeting for the election of officers shall be held not later than 31 December as provided in the bylaws.

**Section 3** — *Board Meetings.* Written minutes should be provided for all board meetings. Such minutes should be available to all members within 60 days of said meeting.

**Article 9 Exceptions to Provisions on Membership**

The bylaws may include rules or requirements not in accordance with Article 10, sections 2 and 4 - 8 of this constitution. Such rules or requirements shall supersede the rules or requirements of these sections of this constitution.

**Article 10 Membership** *[See article 9 for exceptions to sections 2 and 4 - 8 of this article.]*

**Section 1** — *General Qualifications.* This club shall be composed of adult persons who demonstrate good character, integrity, and leadership; possess good reputation within their business, profession, and/or community; and are willing to serve in their community and/or around the world.

**Section 2** — *Kinds.* This club shall have two kinds of membership, namely: active and honorary.

**Section 3** — *Active Membership.* A person possessing the qualifications set forth in article 5, section 2 of the RI constitution may be elected to active membership in this club.

**Section 4** — *Satellite Club Membership.* Members of a satellite club shall also be members of the sponsor club until such time as the satellite club shall be admitted into membership of RI as a Rotary club.

**Section 5** — *Dual Membership.* No person shall simultaneously hold active membership in this and another club other than a satellite of this club. No person shall simultaneously be a member and an honorary member in this club.

**Section 6** — *Honorary Membership.*

(a) *Eligibility for Honorary Membership.* Persons who have distinguished themselves by meritorious service in the furtherance of Rotary ideals and those persons considered friends of Rotary for their support of Rotary’s cause may be elected to honorary membership in this club. The term of such membership shall be as determined by the board. Persons may hold honorary membership in more than one club.

(b) *Rights and Privileges.* Honorary members shall be exempt from the payment of dues, shall have no vote, and shall not be eligible to hold any office in this club. Such members shall not hold classifications, but shall be entitled to attend all meetings and enjoy all the other privileges of this club. No honorary member of this club is entitled to any rights and privileges in any other club, except for the right to visit other clubs without being the guest of a Rotarian.

**Section 7** — *Holders of Public Office.* Persons elected or appointed to public office for a specified time shall not be eligible to active membership in this club under the classification of such office. This restriction shall not apply to persons holding positions or offices in schools, colleges, or other institutions of learning or to persons who are elected or appointed to the judiciary. Members who are elected or appointed to public office for a specified period may continue as such members in their existing classifications during the period in which they hold such office.

**Section 8** — *Rotary International Employment.* This club may retain in its membership any member employed by RI.

**Article 11 Classifications**

**Section 1** — *General Provisions.*

(a) *Principal Activity.* Each member shall be classified in accordance with the member’s business, profession, or type of community service. The classification shall be that which describes the principal and recognized activity of the firm, company, or institution with which the member is connected or that which describes the member’s principal and recognized business or professional activity or that which describes the nature of the member’s community service activity.

(b) *Correction or Adjustment.* If the circumstances warrant, the board may correct or adjust the classification of any member. Notice of a proposed correction or adjustment shall be provided to the member and the member shall be allowed a hearing thereon.

**Section 2** — *Limitations.* This club shall not elect a person to active membership from a classification if the club already has five or more members from that classification, unless the club has more than 50 members, in which case, the club may elect a person to active membership in a classification so long as it will not result in the classification making up more than 10 percent of the club’s active membership. Members who are retired shall not be included in the total number of members in a classification. The classification of a transferring or former member of a club, or a Rotaractor or Rotary alumnus as defined by the board of directors of RI, shall not preclude election to active membership even if the election results in club membership temporarily exceeding the above limitations. If a member changes classification, the club may continue the member’s membership under the new classification notwithstanding these limitations.

**Article 12 Attendance** *[See article 7 for exceptions to the provisions of this article.]*

 **Section 1** — *General Provisions.* Each member should attend this club’s regular meetings, or satellite club’s regular meetings if provided in the bylaws, and engage in this club’s service projects, other events and activities. A member shall be counted as attending a regular meeting if the member is present in person or using an online connection for at least 60 percent of the meeting, or is present and is called away unexpectedly and subsequently produces evidence to the satisfaction of the board that such action was reasonable, or participates in the regular meeting posted on the club’s website within one week following its posting, or makes up for an absence in any of the following ways:

(a) *14 Days Before or After the Meeting.* If, within fourteen (14) days before or after the regular time for that meeting, the member

1. attends at least 60 percent of the regular meeting of another club, of a satellite club meeting of another club, or of a provisional club; or
2. attends a regular meeting of a Rotaract or Interact club, Rotary Community Corps, or Rotary Fellowship or of a provisional Rotaract or Interact club, Rotary Community Corps, or Rotary Fellowship; or
3. attends a convention of RI, a council on legislation, an international assembly, a Rotary institute for past and present officers of RI, a Rotary institute for past, present, and incoming officers of RI, or any other meeting convened with the approval of the board of directors of RI or the president of RI acting on behalf of the board of directors of RI, a Rotary multizone conference, a meeting of a committee of RI, a Rotary district conference, a Rotary district training assembly, any district meeting held by direction of the board of directors of RI, any district committee meeting held by direction of the district governor, or a regularly announced intercity meeting of Rotary clubs; or
4. is present at the usual time and place of a regular meeting or satellite club meeting of another club for the purpose of attending such meeting, but that club is not meeting at that time or place; or
5. attends and participates in a club service project or a club-sponsored community event or meeting authorized by the board; or
6. attends a board meeting or, if authorized by the board, a meeting of a service committee to which the member is assigned; or
7. participates through a club website in an interactive activity requiring an average of 30 minutes of participation.

When a member is outside the member’s country of residence for more than fourteen (14) days, the time restriction shall not be imposed so that the member may attend regular meetings or satellite club meetings in another country at any time during the travel period, and each such attendance shall count as a valid make-up for any regular meeting missed during the member’s time abroad.

(b) *At the Time of the Meeting.* If, at the time of the meeting, the member is

1. traveling with reasonable directness to or from one of the meetings specified in sub-subsection (a)(3) of this section; or
2. serving as an officer or member of a committee of RI, or a trustee of The Rotary Foundation; or
3. serving as the special representative of the district governor in the formation of a new club; or
4. on Rotary business in the employ of RI; or
5. directly and actively engaged in a district-sponsored or RI- or Rotary Foundation-sponsored service project in a remote area where making up attendance is impossible; or
6. engaged in Rotary business duly authorized by the board which precludes attendance at the meeting.

**Section 2** — *Extended Absence on Outposted Assignment.* If a member will be working on an outposted assignment for an extended period of time, attendance at the meetings of a designated club at the site of the assignment will replace attendance at the regular meetings of the member’s club, provided there is a mutual agreement between the two clubs.

**Section 3** — *Excused Absences.* A member’s absence shall be excused if

(a) the absence complies with the conditions and under circumstances approved by the board. The board may excuse a member’s absence for reasons which it considers to be good and sufficient. Such excused absences shall not extend for longer than twelve months. However, if the leave is for a medical reason or after the birth, the adoption, or foster care of a child that extends for more than twelve months such leave may be renewed by the board for a period of time beyond the original twelve months.

(b) the aggregate of the member’s years of age and years of membership in one or more clubs is 85 years or more, the member has been a member of one or more clubs for at least 20 years, and the member has notified the club secretary in writing of the member’s desire to be excused from attendance and the board has approved.

**Section 4** — *RI Officers’ Absences.* A member’s absence shall be excused if the member is a current officer of RI or a Rotarian partner of a current officer of RI.

**Section 5** — *Attendance Records.* When a member whose absences are excused under the provision of subsection 3(a) of this article fails to attend a club meeting, the member and the member’s absence shall not be included in the attendance records. In the event that a member whose absences are excused under the provisions of subsection 3(b) or section 4 of this article attends a club meeting, the member and the member’s attendance shall be included in the membership and attendance figures used to compute this club’s attendance.

**Article 13 Directors and Officers and Committees**

**Section 1** — *Governing Body.* The governing body of this club shall be the board constituted as the bylaws may provide.

**Section 2** — *Authority.* The board shall have general control over all officers and committees and, for good cause, may declare any office vacant.

**Section 3** — *Board Action Final.* The decision of the board in all club matters is final, subject only to an appeal to the club. However, as to a decision to terminate membership, a member, pursuant to article 15, section 6, may appeal to the club, request mediation, or request arbitration. If appealed, a decision of the board shall be reversed only by a two-thirds vote of the members present, at a regular meeting specified by the board, provided a quorum is present and notice of the appeal has been given by the secretary to each member at least five (5) days prior to the meeting. If an appeal is taken, the action taken by the club shall be final.

**Section 4** — *Officers.* The club officers shall be a president, the immediate past president, a president-elect, a secretary, and a treasurer, and may include one or more vice-presidents, all of whom shall be members of the board. The club officers shall also include a sergeant-at-arms, who may be a member of the board as the bylaws shall provide. Club officers shall regularly attend satellite club meetings.

**Section 5** — *Election of Officers.*

(a) *Terms of Officers other than President.* Each officer shall be elected as provided in the bylaws. Except for the president, each officer shall take office on 1 July immediately following election and shall serve for the term of office or until a successor has been duly elected and qualified.

(b) *Term of President.* The president shall be elected as provided in the bylaws, not more than two (2) years but not less than eighteen (18) months prior to the day of taking office and shall serve as president-nominee upon election. The nominee shall take the title of president-elect on 1 July in the year prior to taking office as president. The president shall take office on 1 July and shall serve a period of one (1) year or until a successor has been duly elected and qualified.

(c) *Qualifications.* Each officer and director shall be a member in good standing of this club. A candidate for the office of president shall have served as a member of this club for at least one year prior to being nominated for such office, except where service for less than a full year may be determined by the district governor to satisfy the intent of this requirement. The president-elect shall attend the district presidents-elect training seminar and the district training assembly unless excused by the governor-elect. If so excused, the president-elect shall send a designated club representative who shall report back to the president-elect. If the president-elect does not attend the presidents-elect training seminar and the district training assembly and has not been excused by the governor-elect or, if so excused, does not send a designated club representative to such meetings, the president-elect shall not be able to serve as club president. In such event, the current president shall continue to serve until a successor who has attended a presidents-elect training seminar and district training assembly or training deemed sufficient by the governor-elect has been duly elected.

**Section 6** — *Governance of a Satellite Club of This Club (When Applicable).* A satellite club shall be located in the same locality as this club or in the surrounding area.

(a) *Satellite Club Oversight.* This club shall provide such general oversight and support of a satellite club as is deemed appropriate by the board.

(b) *Satellite Club Board.* For the day-to-day governance of a satellite club, it shall have its own annually elected board drawn from its members and comprising the officers of the satellite club and four to six other members as the bylaws shall provide. The highest officer of the satellite club shall be the chair and other officers shall be the immediate past chair, the chair-elect, the secretary and the treasurer. The satellite board shall be responsible for the day-to-day organization and management of the satellite club and its activities in accordance with Rotary rules, requirements, policies, aims and objectives under the guidance of this club. It shall have no authority within, or over, this club.

(c) *Satellite Club Reporting Procedure.* A satellite club shall, annually, submit to the president and board of this club a report on its membership, its activities and programs, accompanied by a financial statement and audited accounts, for inclusion in this club’s reports for its annual general meeting and such other reports as may, from time to time, be required by this club.

**Section 7** — *Committees.* This club should have the following committees:

1. Club Administration
2. Membership
3. Public Image
4. Rotary Foundation
5. Service Projects

Additional committees may be appointed as needed.

**Article 14 Dues**

Every member shall pay annual dues as prescribed in the bylaws.

**Article 15 Duration of Membership**

**Section 1** — *Period.* Membership shall continue during the existence of this club unless terminated as hereinafter provided.

**Section 2** — *Automatic Termination.*

(a) *Membership Qualifications.* Membership shall automatically terminate when a member no longer meets the membership qualifications, except that

1. the board may grant a member moving from the locality of this club or the surrounding area a special leave of absence not to exceed one (1) year to enable the member to visit and become known to a Rotary club in the new community if the member continues to meet all conditions of club membership;
2. the board may allow a member moving from the locality of this club or the surrounding area to retain membership if the member continues to meet all conditions of club membership.

(b) *How to Rejoin.* When the membership of a member has terminated as provided in subsection (a) of this section, such person, provided such person’s membership was in good standing at the time of termination, may make new application for membership, under the same or another classification.

(c) *Termination of Honorary Membership.* Honorary membership shall automatically terminate at the end of the term for such membership as determined by the board. However, the board may extend an honorary membership for an additional period. The board may revoke an honorary membership at any time.

**Section 3** — *Termination for Non-payment of Dues.*

(a) *Process.* Any member failing to pay dues within thirty (30) days after the prescribed time shall be notified in writing by the secretary at the member’s last known address. If the dues are not paid on or before ten (10) days of the date of notification, membership may terminate, subject to the discretion of the board.

(b) *Reinstatement.* The board may reinstate the former member to membership upon the former member’s petition and payment of all indebtedness to this club. However, no former member may be reinstated to active membership if the former member’s classification is in conflict with article 11, section 2.

**Section 4** — *Termination for Non-attendance. [See article 7 for exceptions to the provisions of this section.]*

(a) *Attendance Percentages.* A member must

1. attend or make up at least 50 percent of club regular meetings or satellite club meetings, or engage in club projects, other events and activities for at least 12 hours in each half of the year, or a proportionate combination of both;
2. attend at least 30 percent of this club’s regular meetings or satellite club meetings, or engage in club projects, other events and activities in each half of the year (assistant governors, as defined by the board of directors of RI, shall be excused from this requirement).

If a member fails to attend as required, the member’s membership may be subject to termination unless the board consents to such non-attendance for good cause.

(b) *Consecutive Absences.* Unless otherwise excused by the board for good and sufficient reason or pursuant to article 12, sections 3 or 4, each member who fails to attend or make up four consecutive regular meetings shall be informed by the board that the member’s non-attendance may be considered a request to terminate membership in this club. Thereafter, the board, by a majority vote, may terminate the member’s membership.

**Section 5** — *Termination for Other Causes.*

(a) *Good Cause.* The board may terminate the membership of any member who ceases to have the qualifications for membership in this club or for any good cause by a vote of not less than two-thirds of the board members present and voting, at a meeting called for that purpose. The guiding principles for this meeting shall be article 10, section 1; The Four-Way Test; and the high ethical standards that one should hold as a Rotary club member.

(b) *Notice.* Prior to taking any action under subsection (a) of this section, the member shall be given at least ten (10) days’ written notice of such pending action and an opportunity to submit a written answer to the board. The member shall have the right to appear before the board to state the member’s case. Notice shall be by personal delivery or by registered letter to the member’s last known address.

(c) *Filling Classification.* When the board has terminated the membership of a member as provided for in this section, this club shall not elect a new member under the former member’s classification until the time for hearing any appeal has expired and the decision of this club or of the arbitrators has been announced. However, this provision shall not apply if, by election of a new member, the number of members under the said classification would remain within provided limitations even if the board’s decision regarding termination is reversed.

**Section 6** — *Right to Appeal, Mediate or Arbitrate Termination.*

(a) *Notice.* Within seven (7) days after the date of the board’s decision to terminate or suspend membership, the secretary shall give written notice of the decision to the member. Within fourteen (14) days after the date of the notice, the member may give written notice to the secretary of the intention to appeal to the club, request mediation, or to arbitrate as provided in article 19.

(b) *Date for Hearing of Appeal.* In the event of an appeal, the board shall set a date for the hearing of the appeal at a regular club meeting to be held within twenty-one (21) days after receipt of the notice of appeal. At least five (5) days’ written notice of the meeting and its special business shall be given to every member. Only members shall be present when the appeal is heard.

(c) *Mediation or Arbitration.* The procedure utilized for mediation or arbitration shall be as provided in article 19.

(d) *Appeal.* If an appeal is taken, the action of the club shall be final and binding on all parties and shall not be subject to arbitration.

(e) *Decision of Arbitrators or Umpire.* If arbitration is requested, the decision reached by the arbitrators or, if they disagree, by the umpire shall be final and binding on all parties and shall not be subject to appeal.

(f) *Unsuccessful Mediation.* If mediation is requested but is unsuccessful, the member may appeal to the club or arbitrate as provided in subsection (a) of this section.

**Section 7** — *Board Action Final.* Board action shall be final if no appeal to this club is taken and no arbitration is requested.

**Section 8** — *Resignation.* The resignation of any member from this club shall be in writing, addressed to the president or secretary. The resignation shall be accepted by the board if the member has no indebtedness to this club.

**Section 9** — *Forfeiture of Property Interest.* Any person whose club membership has been terminated in any manner shall forfeit all interest in any funds or other property belonging to this club if, under local laws, the member may have acquired any right to them upon joining the club.

**Section 10** — *Temporary Suspension.* Notwithstanding any provision of this constitution, if in the opinion of the board

(a) credible accusations have been made that a member has refused or neglected to comply with this constitution, or has been guilty of conduct unbecoming a member or prejudicial to the interests of the club; and

(b) those accusations, if proved, constitute good cause for terminating the membership of the member; and

(c) it is desirable that no action should be taken in respect of the membership of the member pending the outcome of a matter or an event that the board considers should properly occur before such action is taken by the board; and

(d) that in the best interests of the club and without any vote being taken as to his or her membership, the member’s membership should be temporarily suspended and the member should be excluded from attendance at meetings and other activities of this club and from any office or position the member holds within the club;

the board may, by a vote of not less than two-thirds of the board, temporarily suspend the member as aforesaid for a reasonable period of time not to exceed 90 days and on such further conditions as the board determines. A suspended member may appeal or refer to mediation or arbitration the suspension as provided in article 15, section 6. During the suspension, the member shall be excused from fulfilling attendance responsibilities. Prior to the expiration of the suspension period, the board must either proceed to terminate the membership of the suspended Rotarian or reinstate the suspended Rotarian to full regular status.

A**rticle 16 Community, National, and International Affairs**

**Section 1** — *Proper Subjects.* The merits of any public question involving the general welfare of the community, the nation, and the world are of concern to the members of this club and shall be proper subjects of fair and informed study and discussion at a club meeting for the enlightenment of its members in forming their individual opinions. However, this club shall not express an opinion on any pending controversial public measure.

**Section 2** — *No Endorsements.* This club shall not endorse or recommend any candidate for public office and shall not discuss at any club meeting the merits or demerits of any such candidate.

**Section 3** — *Non-Political.*

(a) *Resolutions and Opinions.* This club shall neither adopt nor circulate resolutions or opinions, and shall not take action dealing with world affairs or international policies of a political nature.

(b) *Appeals.* This club shall not direct appeals to clubs, peoples, or governments, or circulate letters, speeches, or proposed plans for the solution of specific international problems of a political nature.

**Section 4** — *Recognizing Rotary’s Beginning.* The week of the anniversary of Rotary’s founding (23 February) shall be known as World Understanding and Peace Week. During this week, this club will celebrate Rotary service, reflect upon past achievements, and focus on programs of peace, understanding, and goodwill in the community and throughout the world.

**Article 17 Rotary Magazines**

**Section 1** — *Mandatory Subscription.* Unless, in accordance with the bylaws of RI, this club is excused by the board of directors of RI from complying with the provisions of this article, each member shall, for the duration of membership, subscribe to the official magazine or to the magazine approved and prescribed for this club by the board of directors of RI. Two Rotarians residing at the same address have the option to subscribe jointly to the official magazine or the Rotary magazine approved and prescribed by the board for their club or clubs. The subscription shall be paid on such dates as established by the board for the payment of per capita dues for the duration of membership in this club.

**Section 2** — *Subscription Collection.* The subscription shall be collected by this club from each member in advance and remitted to the Secretariat of RI or to the office of such regional publications as may be determined by the board of directors of RI.

**Article 18 Acceptance of Object and Compliance with Constitution and Bylaws**

By payment of dues, a member accepts the principles of Rotary as expressed in its object and submits to and agrees to comply with and be bound by the constitution and bylaws of this club, and on these conditions alone is entitled to the privileges of this club. Each member shall be subject to the terms of the constitution and bylaws regardless of whether such member has received copies of them.

**Article 19 Arbitration and Mediation**

**Section 1** — *Disputes.* Should any dispute, other than as to a decision of the board, arise between any current or former member(s) and this club, any club officer or the board, on any account whatsoever which cannot be settled under the procedure already provided for such purpose, the dispute shall, upon a request to the secretary by any of the disputants, either be resolved by mediation or settled by arbitration.

**Section 2** — *Date for Mediation or Arbitration.* In the event of mediation or arbitration, the board shall set a date for the mediation or arbitration, in consultation with disputants, to be held within twenty-one (21) days after receipt of the request for mediation or arbitration.

**Section 3** — *Mediation.* The procedure for such mediation shall be that recognized by an appropriate authority with national or state jurisdiction or be that recommended by a competent professional body whose recognized expertise covers alternative dispute resolution or be that recommended by way of documented guidelines determined by the board of RI or the trustees of The Rotary Foundation. Only a member of a Rotary club may be appointed as mediator(s). The club may request the district governor or the governor’s representative to appoint a mediator who is a member of a Rotary club and who has appropriate mediation skills and experience.

(a) *Mediation Outcomes.* The outcomes or decisions agreed between the parties as a result of mediation shall be recorded and copies held by each party, the mediator(s) and one copy given to the board and to be held by the secretary. A summary statement of outcomes acceptable to the parties involved shall be prepared for the information of the club. Either party, through the president or secretary, may call for further mediation if either party has retracted significantly from the mediated position.

(b) *Unsuccessful Mediation.* If mediation is requested but is unsuccessful, any disputant may request arbitration as provided in section 1 of this article.

**Section 4** — *Arbitration.* In the event of a request for arbitration, each party shall appoint an arbitrator and the arbitrators shall appoint an umpire. Only a member of a Rotary club may be appointed as umpire or as arbitrator.

**Section 5** — *Decision of Arbitrators or Umpire.* If arbitration is requested, the decision reached by the arbitrators or, if they disagree, by the umpire shall be final and binding on all parties and shall not be subject to appeal.

**Article 20 Bylaws**

This club shall adopt bylaws not inconsistent with the constitution and bylaws of RI, with the rules of procedure for an administrative territorial unit where established by RI, and with this constitution, embodying additional provisions for the government of this club. Such bylaws may be amended from time to time as therein provided.

**Article 21 Interpretation**

Throughout this constitution, the terminology “mail,” “mailing,” and “ballot-by-mail” will include utilization of electronic mail (e-mail) and internet technology to reduce costs and increase responsiveness.

**Article 22 Amendments**

**Section 1** — *Manner of Amending.* Except as provided in section 2 of this article, this constitution may be amended only by the council on legislation in the same manner as is established in the bylaws of RI for the amendment of its bylaws.

**Section 2** — *Amending Article 2 and Article 4.* Article 2 (Name) and Article 4 (Locality of the Club) of the constitution shall be amended at any regular meeting of this club, a quorum being present, by the affirmative vote of not less than two-thirds of all voting members present and voting, provided that notice of such proposed amendment shall have been mailed to each member and to the governor at least ten (10) days before such meeting, and provided further, that such amendment shall be submitted to the board of directors of RI for its approval and shall become effective only when so approved. The governor may offer an opinion to

Adopted at the 2016 *Council on Legislation*.

## Bylaws of the Rotary Club of Charlotte South

**Article 1 Definitions**

1. Board: The Board of Directors of this club.

2. Director: A member of this club’s Board of Directors.

3. Member: A member, other than an honorary member, of this club.

4. RI: Rotary International.

5. Year: The twelve month period that begins on the 1st of July.

**Article 2 Board**

 The governing body of this club shall be the board consisting of eleven (11) members of this club, namely, the president, president-elect (or president-nominee, if no successor has been elected), secretary, treasurer, the sergeant-at-arms and the five (5) directors elected in accordance with Article 3, Section 1 of these bylaws, and the immediate past president.

**Article 3 Election of Directors and Officers**

 **Section 1**  At a regular meeting one (1) month prior to the meeting for election of officers, the presiding officer shall ask for nominations by members of the club for president, vice-president, secretary, treasurer and five (5) directors. The nominations may be presented by a nominating committee or by members from the floor, by either or by both as a club may determine. If it is determined to use a nominating committee, such committee shall be appointed as the club may determine. The nominations duly made shall be placed on a ballot in alphabetical order under each office and shall be voted for the annual meeting. The candidates for president, secretary, and treasurer receiving a majority of the votes shall be declared elected to their respective offices. The five (5) candidates for director receiving a majority of the votes shall be declared elected as directors. The candidate for president elected in such balloting shall be the president-nominee and serve as a director for the year commencing on the first (1st) day of July next following the election, and shall assume office as president on the first (1st) of July immediately following that year. The president-nominee shall take the title of president-elect on the first (1st) of July in the year prior to taking office as president.

 **Section 2** The officers and directors, so elected, together with the immediate past president shall constitute the board.

 **Section 3** A vacancy in the board or any office shall be filled by action of the remaining directors.

 **Section 4** A vacancy in the position of any officer-elect or director-elect shall be filled by action of the remaining directors-elect.

**Article 4 Duties of Officers**

 **Section 1** *President*. It shall be the duty of the president to preside at meetings of the club and the board and to perform other duties as ordinarily pertains to the office of president.

 **Section 2** *President-elect*. It shall be the duty of the president-elect to serve as a director and to perform such other duties as may be prescribed by the president or the board.

 **Section 3** *Vice-President*. It shall be the duty of the vice-president to preside at meetings of the club and the board in the absence of the president and to perform other duties as ordinarily pertains to the office of vice-president.

 **Section 4** *Secretary*. It shall be the duty of the secretary to keep membership records; record attendance at meetings; send out notices of club, board, and committee meetings; record and preserve the minutes of such meetings; report as required to RI, including the semiannual reports of membership on the first (1st) of January and the first (1st) of July of each year, which shall include *per capita* dues for all members and prorated dues for active members who have been elected to membership in the club since the start of the July or January semiannual reporting period; report changes in membership; provide the monthly attendance report, which shall be made to the district governor within fifteen (15) days of the last meeting of the month; collect and remit RI official magazine subscriptions; and perform other duties as usually pertain to the office of secretary.

 **Section 5** *Treasurer*. It shall be the duty of the treasurer to have custody of all funds, accounting for it to the club annually and at any other time upon demand by the board, and to perform other duties as pertains to the office of treasurer. Upon retirement from office, the treasurer shall turn over to the incoming treasurer or to the president all funds, books of accounts, or any other club property.

 **Section 6** *Sergeant-at-Arms*. The duties of the sergeant-at-arms shall be such as are usually prescribed for such office and other duties as may be prescribed by the president or the board.

**Article 5 Meetings**

 **Section 1** *Annual Meeting.* An annual meeting of this club shall be held during the first (1st) week of December in each year, at which time the election of officers and directors to serve for the ensuing year shall take place.

 **Section 2** The regular weekly meetings of this club shall be held on Monday at 12:30 p.m. Due notice of any changes in or canceling of the regular meeting shall be given to all members of the club. All members excepting an honorary member (or member excused pursuant to the standard Rotary club constitution) in good standing in this club, on the day of the regular meeting, must be counted as present or absent, and attendance must be evidenced by the member’s being present for at least sixty percent (60%) of the time devoted to the regular meeting, either at this club or at any other Rotary club, or as otherwise provided in the standard Rotary club constitution, Article 9, Sections 1 and 2.

 **Section 3** One-third (1/3) of the membership shall constitute a quorum at the annual and regular meetings of this club.

 **Section 4** Regular meetings of the board shall be held monthly at a time and location determined by the president and board. Special meetings of the board shall be called by the president, whenever deemed necessary, or upon the request of two (2) directors, due notice having been given.

 **Section 5** A majority of the directors shall constitute a quorum of the board.

**Article 6 Fees and Dues**

 **Section 1** The admission fee shall be determined at the first (1st) board meeting of directors in July to be paid before the applicant can qualify as a member, except as provided for in the standard Rotary club constitution, Article 11.

 **Section 2** The membership dues shall be determined at the first board meeting of directors in July per annum, payable quarterly on the first (1st) day of July, October, January and April, with the understanding that a portion of each quarterly payment shall be applied to each member’s subscription to the RI official magazine.

**Article 7 Method of Voting**

 The business of this club shall be transacted by *via voice* vote except the election of officers and directors, which shall be by ballot. The board may determine that a specific resolution be considered by ballot rather than by *viva voce* vote.

**Article 8 Four Avenues of Service**

The four (4) Avenues of Service are the philosophical and practical framework for the work of this Rotary club. They are Club Service, Vocational Service, Community Service, and International Service. This club will be active in each of the four (4) Avenues of Service.

**Article 9 Committees**

Club committees are charged with carrying out the annual and long-range goals of the club based on the four (4) Avenues of Service. The president-elect, president, and immediate past president should work together to ensure continuity of leadership and succession planning. When feasible, committee members should be appointed to the same committee for three (3) years to ensure consistency. The president-elect is responsible for appointing committee members to fill vacancies, appointing committee chairs, and conducting planning meetings prior to the start of the year in office. It is recommended that the chair have previous experience as a member of the committee. Standing committees should be appointed as follows:

* **Membership** This committee should develop and implement a comprehensive plan for the recruitment and retention of members.
* **Club Public Relations** This committee should develop and implement plans to provide the public with information about Rotary and to promote the club’s service projects and activities.
* **Club Administration** This committee should conduct activities associated with the effective operation of the club.
* **Service Projects** This committee should develop and implement educational, humanitarian, and vocational projects that address the needs of its community and communities in other countries.
* **The Rotary Foundation** This committee should develop and implement plans to support The Rotary Foundation through both financial contributions and program participation.

 Additional *ad hoc* committees may be appointed as needed.

 (a) The president shall be an *ex officio* member of all committees and, as such, shall have all the privileges of membership thereon.

 (b) Each committee shall transact its business as is delegated to it in these bylaws and such additional business as may be referred to it by the president or the board. Except where special authority is given by the board, such committees shall not take action until a report has been made and approved by the board.

 (c) Each chair shall be responsible for regular meetings and activities of the committee, shall supervise and coordinate the work of the committee, and shall report to the board on all committee activities.

**Article 10 Duties of Committees**

 The duties of all committees shall be established and reviewed by the president for his or her year. In declaring the duties of each, the president shall reference to appropriate RI materials. The service projects committee will consider the Avenues of Vocational Service, Community Service, and International Service when developing plans for the year.

 Each committee shall have a specific mandate, clearly defined goals, and action plans established by the beginning of each year for implementation during the course of the year. It shall be the primary responsibility of the president elect to provide the necessary leadership to prepare a recommendation for club committees, mandates, goals, and plans for presentation to the board in advance of the commencement of the year as noted above.

**Article 11 Leave of Absence**

 Upon written application to the board, setting forth good and sufficient cause, leave of absence may be granted excusing a member from attending the meetings of the club for no longer than twelve (12) months.

Any member requesting a leave of absence must submit a request in writing or by email to the club president.  Dues must be current, and the leave of absence period will begin on the first day of the next quarter.  A leave of absence can be requested for a minimum of three months and no more than 12 months.

The purpose of the Leave of Absence policy is to grant relief for the meal charges when extenuating financial, personal or business obligations prevent a member from participation for a short period of time. Examples would be loss of job, temporary extended business travel and health related issues.

**Article 12 Finances**

 **Section 1** Prior to the beginning of each fiscal year, the board shall prepare a budget of estimated income and expenditures for the year, which shall stand as the limit of expenditures for these purposes, unless otherwise ordered by action of the board. The budget shall be broken into two (2) separate parts: one in respect of club operations and one in respect of charitable/service operations.

 **Section 2** The treasurer shall deposit all club funds in a bank, named by the board. The club funds shall be divided into two (2) separate parts: club operations and service projects.

 **Section 3** All bills shall be paid by the treasurer or other authorized officer only when approved by two (2) officers or directors.

 **Section 4**  A thorough review of all financial transactions by a qualified person shall be made once each year.

 **Section 5** Officers having charge or control of club funds shall give bond as required by the board for the safe custody of the funds of the club, cost of bond to be borne by the club.

 **Section 6** The fiscal year of this club shall extend from the first (1st) of July to the thirtieth (30th) of June, and for the collection of members’ dues shall be divided into two (2) semiannual periods extending from the first (1st) of July to the thirty-first (31st) of December, and from the first (1st) of January to the thirtieth (30th) of June. The payment of *per capita* dues and RI official magazine subscriptions shall be made on the first (1st) of July and the first (1st) of January of each year on the basis of the membership of the club on those dates.

**Article 13 Method of Electing Members**

 **Section 1** The name of a prospective member, proposed by an active member of the club, shall be submitted to the board in writing, through the club secretary. A transferring or former member of another club may be proposed to active membership by the former club. The proposal shall be kept confidentia**l** except as otherwise provided in this procedure.

 **Section 2** The board shall ensure that the proposal meets all the classification and membership requirements of the standard Rotary club constitution.

 **Section 3**  The board shall approve or disapprove the proposal within thirty (30) days of its submission and shall notify the proposer, through the club secretary, of its decision.

 **Section 4** If the decision of the board is favorable, the prospective member shall be informed of the purposes of Rotary and of the privileges and responsibilities of membership, following which the prospective member, that person, upon payment of the admission fee (if not honorary membership), shall be considered to be elected to membership.

 **Section 5** If no written objection to the proposal, stating reasons, is received by the board from any member (other than honorary) of the club within seven (7) days following publication of information about the prospective member, that person, upon payment of the admission fee (if not honorary membership), as prescribed in these bylaws, shall be considered to be elected to membership.

 If any such objection has been filed with the board, it shall vote on this matter at its next meeting. If approved despite the objection, the proposed member, upon payment of the admission fee (if not honorary membership), shall be considered to be elected to membership.

 **Section 6** Following the election, the president shall arrange for the new member’s induction, membership card, and new member Rotary literature. In addition, the president or secretary will report the new member information to RI and the president will assign a member to assist with the new member’s assimilation to the club as well as assign the new member to a club project or function.

 **Section 7**  The club may elect, in accordance with the standard Rotary club constitution, honorary members proposed by the board.

**Article 14 Resolutions**

 The club shall not consider any resolution or motion to commit the club on any matter until the board has considered it. Such resolutions or motions, if offered at a club meeting, shall be referred to the board without discussion.

**Article 15 Order of Business**

 Meeting called to order.

 Introduction of visitors.

 Correspondence, announcements, and Rotary information.

 Committee reports, if any.

 Any unfinished business.

 Any new business.

 Address or other program features.

 Adjournment.

**Article 16 Amendments**

 These bylaws may be amended at any regular meeting, a quorum being present, by a two-thirds (2/3) vote of all members present, provided that notice of such proposed amendment shall have been mailed (via regular U.S. mail or electronically by email) to each member at least ten (10) days before such meeting. No amendment or addition to these bylaws can be made which is not in harmony with the standard Rotary club constitution and with the constitution and bylaws of RI.

**Article 17 Nondiscrimination and Anti-Harassment Policy**

Rotary Club of Charlotte – South, North Carolina, Incorporated (the “**Club**”) is committed to providing a membership environment in which all individuals are treated with respect and dignity.  Each member has the right to participate in a Rotary club atmosphere that promotes goodwill and prohibits discriminatory practices, including harassment.  The Club expects that all relationships among persons participating in Club activities will be respectful and free of bias, prejudice, and harassment.

**Individuals and Conduct Covered**

This policy applies to all members and guests participating in Club activities, and it prohibits harassment, discrimination, and retaliation whether engaged in by members or by someone not directly connected to the Club (e.g., vendor or guest).

Conduct prohibited by this policy is unacceptable in all Club activities, including Club trips, Club meetings, and Club related social events.

All members have a responsibility to maintain a Club free of any form of harassment and discrimination.  This responsibility includes not only refraining from engaging in harassing or inappropriate behavior, but also immediately reporting conduct by anyone – member, guest, staff, or vendor – that may constitute harassment under this policy, even if the conduct was sanctioned and regardless of how you may have learned of the conduct.  This responsibility exists even when it appears that others are not offended or intimidated by the inappropriate behavior.

**Prohibited Harassment**

Harassment of any member or guest on the basis of his or her race, religion, color, national origin, age, sex, sexual orientation, marital status, physical or mental disability will not be tolerated.  This form of misconduct undermines morale and the integrity of the Club.

Prohibited harassment includes unwelcome conduct that demeans or shows hostility or aversion towards an individual because of their status as noted above and which has the purpose or effect of creating a hostile, intimidating, or offensive Club environment.**Violations of this policy may result in disciplinary action up to and including termination of membership in the Club or exclusion from Club activities for non-members**.

**Examples of Prohibited Conduct**

All members are expected to cooperate fully in carrying out this policy and to avoid acts of discrimination, harassment, or intimidation on the basis of race, religion, color, national origin, age, sex, sexual orientation, marital status, physical or mental disability.  Examples of conduct prohibited by this policy, whether sexual or non-sexual in nature, include but are not limited to:

* Unwelcome verbal or physical conduct that denigrates or shows hostility toward a person because of his or her gender when the conduct has the purpose or effect of creating an intimidating, hostile, or offensive environment within the Club or at Club activities.
* Unwelcome intentional touching of another person or other unwanted intentional physical contact (including patting, pinching, or brushing against another person’s body).
* Asking unwelcome questions or making unwelcome comments about another person’s sexual activities, dating, personal or intimate relationships, appearance, race, religion, age, or any other status as noted above.
* Unwelcome whistling, staring, or leering at another person.
* Unwelcome sexually suggestive or flirtatious gifts, letters, notes, e-mail, or voice mail; unwelcome sexual advances or flirtations.
* Conduct or remarks that are sexually suggestive or that demean or show hostility to a person because of the person’s gender, age, race, or other status as noted above (including jokes, taunts, negative stereotyping, threats, and blocking of physical movement).
* Unwelcome gestures or symbols relating to any protected status as noted above; displaying or circulating pictures, objects, or written materials (including graffiti, cartoons, photographs, pinups, calendars, magazines, figurines, novelty items) that are sexually suggestive or demeaning or show hostility to a person because of the person’s gender, race, age, religion, or any other status as noted above.

If you have any questions about what constitutes harassing behavior prohibited under this policy, ask any Club officer.

**Reporting an Incident of Harassment, Discrimination, or Retaliation**

Maintaining a harassment-free Club requires the cooperation of all members. It is very important that members report to the Club any conduct they believe is improper under the Club policies prohibiting harassment, discrimination, and retaliation, regardless of whether the conduct of concern is directed at that member personally or at someone else. This procedure is meant to provide the most comfortable means of reporting prohibited discrimination and harassment regardless of the offender’s identity or position.

Any member who believes that he or she has been subjected by anyone to harassment or conduct that is contrary to the Club’s policies is encouraged – but not required – to tell the person promptly that the conduct is unwelcome and ask the person to stop the conduct.  Anyone who receives such a request must immediately comply with it and must not retaliate against the member who made the request.

Any member who believes that he or she has been subjected by anyone to harassment or conduct that is contrary to the Club’s policies is urged to report the matter immediately to a Club officer.  A member is encouraged to bring these issues to the Club’s attention even if the member has already asked the other person to discontinue the inappropriate behavior.

Early reporting and intervention have proven to be the most effective way of resolving actual or perceived incidents of harassment, discrimination and retaliation.  Therefore, while no fixed reporting period has been established, the Club strongly urges the prompt reporting of complaints or concerns so that rapid and constructive action can be taken.

**The Investigation**

After receiving a complaint of harassment, discrimination, or retaliation, the Club will conduct a prompt and impartial investigation.  Members must cooperate fully with the Club’s investigation.  Dishonesty during an investigation will be grounds for immediate termination of Club membership.  The Club will make a determination once it has completed its investigation.  If warranted, disciplinary action up to and including termination of Club membership will be imposed.  Other appropriate actions will also be taken as the Club, in its sole discretion, deems necessary to correct and address problems caused by the conduct.

**Confidentiality**

Confidentiality will be maintained throughout the investigatory process to the extent consistent with an adequate investigation and appropriate corrective action.  In a similar respect, the Club may elect, at its discretion, to not disclose to or discuss with members the results of its investigation or the actions taken in response to a complaint.

**Retaliation Prohibited**

The Club strictly prohibits retaliation against any individual who reports discrimination or harassment or who participates in an investigation of such reports.  Retaliation against an individual for reporting harassment or discrimination will be subject to disciplinary action up to and including termination.

Similarly, these policies should not, and may not, be used as a basis for excluding or separating individuals of a particular gender or any other status noted above, from participating in Club social activities, meetings or discussions in order to avoid allegations of harassment.  The policies of the Club prohibit disparate treatment on the basis of sex or any other status noted above, with regard to the terms, conditions, and benefits of employment.

Members who believe they have suffered or witnessed retaliation are urged to report the matter immediately to a Club officer.  **Any member who engages in retaliation or knowingly makes a false report of harassment or discrimination will be subject to disciplinary action, up to and including immediate termination** **of Club membership.**

Revised and approved March 11, 2020