

Greetings from the Alano Club. Recently, the Club's Board of Directors ("BOD") completed a review of the Club's Bylaws dated March 22, 2022. Certain changes were proposed, discussed, voted on and ultimately approved by the BOD. These revisions, the "Amended Bylaws," must be approved by a 2/3rd vote of membership before taking effect. The BOD is hosting a Membership Meeting on Tuesday, April 9th, at 5 pm to answer any questions you may have concerning these Amended Bylaws. However, there will be no vote at this Membership Meeting. It is strictly a Q & A session. A second Membership Meeting will then be noticed and held on a date at least two weeks following, at which time a formal vote to adopt the Amended Bylaws will be held.

Clarifying the Club Mission: Our Club's core mission is "*To provide an alcohol and drug-free environment for recovery programs.*" In 1985, when the Alano Club property was purchased from Ed Heise by Wm. John Upjohn and ultimately deeded over to the Club, the intent was to use the Club as "*an Alano Club for AAers (and others using the 12 steps)*". The Amended Bylaws, Article III – Purpose – now reference the Wm. John Upjohn letter and state that the Club will be used solely for AAers and other groups using the 12 steps.

Amount of Members on the Board: Based on comments from members of the Club about the Board's size at a recent meeting, the BOD reviewed the Bylaws on that topic and decided that reducing the size of the Board under Article V – Officers and Elections was appropriate. The current Bylaws allow the BOD to set the number of members within specific range of no less than eight (8) and no more than thirteen (13), and the Bylaws recommend nine (9) to be the number unless the BOD chooses otherwise. The proposed change sets the minimum at no less than five (5) and the maximum at no more than nine (9), with a recommendation to set the number at seven (7) unless the BOD decides otherwise.

Club Manager and Administrator: As the Club no longer has a Club Manager and/or Administrator Coordinator, references to these positions were removed from the Amended Bylaws. However, in the event that future circumstances should necessitate someone being hired to fulfill certain duties as directed by the BOD, appropriate language was added to Article IX – Duties of Officers.

Finally, an **Ethics Policy** (Article XI) was added to the Amended Bylaws. Any Alano Club BOD, Club Officer, Manager, Paid Assistant, employee, contractor and/or volunteer will be tasked with signing a pledge to follow the Ethics Policy and then adhere to the responsibilities of the Ethics Policy.

It is the BOD's hope that these Amended Bylaws will ultimately be approved by Membership, and serve as a strong, vital document guiding our Club into the future.

We hope these words have been useful in helping you understand the reasoning behind the proposed Amended Bylaws. We look forward to seeing you at the April 9th Membership Meeting. The meeting will take place beginning at 5 pm in the Clubhouse and also be available on the Club's ZOOM link. If you are unable to attend the Membership Meeting but would like to offer suggestions and/or comments, please contact a member of the Board. Here is our list of Officers and Directors for 2023-2024:

Kathleen P., Chair
Luther K., Vice-Chair
Deb A., Treasurer
Paulette J., Co-Treasurer
Kendra K., Secretary
Kelly Y., Co-Secretary
Tom C., Director
Randy B., Director

Thank you for your service to the Alano Club. Together, we get better.

~ Kathleen P., Chair
Alano Club BOD