

September 2022

Hotep Family,

Attached is the *most recent* **NABSW Constitution and Bylaws** and Regional Map (dated 07.2022). Please take a moment to review and/or forward it to your chapter members. It is also a good idea to retain this “official copy” with your Chapter documents. The last two amendments were adopted at the Annual Meeting held virtually on July 30, 2022. A copy will be posted to the national website, nabsw.org, under Membership, Chapter Resources.

Thanks to the Constitutional Review Committee for championing the editing and proofing of the document: Parliamentarian and CRC Chairman Stephanie Jackson (New Orleans, LA), Lois Hayman-El (Philadelphia, PA), Emma McGraw Myers (Columbia, SC), Jackie Nash (Jacksonville, FL), Dr. Tiffany Jones (Chicago, IL), Delois Caldwell Whitaker (Lansing, MI), Dayvid Brown (Indianapolis, IN), Gloria Scott (New York, NY), Dr. Yvonne Murrell-Powell (Los Angeles, CA), Julius Hayes (Philadelphia, PA), Alvin Dollar (Atlanta, GA) and myself as Ex-Officio.

If questions, feel free to contact me, President Melissa Smith-Haley at president@nabsw.org or the CRC Committee at constitutionalreview@nabsw.org.

We appreciate your having and knowing the governing documents of our beloved NABSW. **#NABSW54Strong!**

Harambee,

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Attachment

NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS, INC. CONSTITUTION AND BYLAWS

PREAMBLE

In order to promote the welfare and survival of the Black community, the foremost focus for all Black people must be Black Unity. As concerned Black Social Workers, Black Unity must be predicated upon a national movement to organize and develop the Black community. To achieve this goal, Black Social Workers must recognize the crucial necessity of functioning in the Black community as a servant of its people with a purpose of unity, liberation and self-determination. Through the National Association of Black Social Workers, Black people will become unified with a singular purpose of liberation, by any means necessary. With this in mind, this Association is formed.

ARTICLE I - NAME

The name of the association shall be the National Association of Black Social Workers, Inc. Herein it shall be referred to as the National Association or the Association.

The National Association shall be organized and operated exclusively for non-profit purposes within the meaning of Section 501(c)(3) of the United States Internal Revenue Code of 1954.

ARTICLE II - PURPOSE

A. To provide a structure and forum through which Black Social Workers and workers in related fields of social services can exchange ideas offer services and develop programs in the interest of the Black community and the community at large.

B. To work in cooperation with, or to support, develop or sponsor community welfare projects and programs, which will serve the interest of the Black community and the community at large.

C. To advocate for and engage in activities of social planning and social action which will work to serve the social welfare interest of individuals, agencies and groups in or serving the Black community.

ARTICLE III - SEAL

The Great Seal and Emblem of the National Association represents the pulling together of two essential elements of African Liberation: a shield with a scroll in the right hand representing Black knowledge and experience and in the left hand, a spear representing a defense of the National Association's philosophy "By any means necessary". At the bottom of the shield is the wording "Harambee" which means togetherness. Thus, we are knowledgeable and tested warriors committed to shielding the African-American Community from harm by any means necessary. The colors shall be red, black and green laid in concentric circles around the information described above. The logo shall be trademarked.

ARTICLE IV - MEMBERSHIP

Section 1. Membership Requirements and Rights

- A. Any Black person who accepts and adheres to the Constitution and Bylaws and the Code of Ethics of the National Association may become a member.
- B. Membership in the National Association indicates willingness to:
 - 1. Work for and support the objectives of the National Association;
 - 2. Attend chapter meetings and Regional and National Association Conferences, to the extent possible;
 - 3. Serve on local and national committees, and
 - 4. Pay annual dues as prescribed in the Constitution and Bylaws.
- C. All members may be heard on all matters affecting the National Association and shall enjoy all of the provisions of the Constitution and Bylaws of the National Association.
- D. All members shall be entitled to vote in the conduct of official business in their local chapter. If elected as the chapter's Steering Committee Representative or a National Executive Officer, then you may vote on all such matters which fall within the authority of the National Steering Committee and the National Executive Committee as provided by the Constitution and Bylaws.
- E. All members shall be entitled to be nominated for and elected to a local chapter or National Office according to provisions set forth in the Constitution and Bylaws.

Section 2. National-Local-Membership Relationship

- A. Local chapters may be established and affiliate with the National Association if the chapter and its members adhere to the goals and purposes contained in the National Constitution and Bylaws.
- B. An individual has three options for membership, join their local area chapter, join a chapter other than their local area chapter or pay dues directly to the National Office.
- C. An individual who lives in an area where no local chapter exists may apply to the National Office for memberships. Individuals have the option of joining a chapter of their choice or joining as an individual. In order to vote in a National Elections, existing chapters must have submitted or have their membership dues postmarked by October 31 in the year prior to the upcoming election year (i.e. dues received by October 31, 2013 are applied to the 2014 membership year making the chapter eligible to vote in the 2014 National Elections). Membership dues will be accepted until the National Conference's pre-registration cut-off date. However, existing chapters will not be able to vote if their membership dues report is postmarked later than October 31. Chapter membership dues must be submitted timely in the previous year in order for their members to be eligible to vote in the subsequent election year.
- D. Chapters affiliating for the first time may vote immediately in a Steering Committee Meeting and the National Elections in that year, so long as their chapter membership and per capita dues by the early registration cut-off date of the National Conference
- E. Membership dues collected by October 31 are applied to the next fiscal year (January 1 through December 31).

Section 3. Termination of Individual Membership

- A. Membership with the National Association can be terminated at any time an individual misrepresents the National Association in an illegal or unethical manner. When the issue in question is on the chapter level, the responsibility rests with the chapter to determine whether termination of membership is warranted.

- B. In the event an issue of termination is not resolved at the chapter level, a chapter or individual may seek intervention or counsel at the national level. Such requests should be made to the Membership Committee. If resolution does not occur at this level, the Membership Committee shall present the issue to the Executive Committee for a final resolution.
- C. Procedures for termination of membership for reasons other than stated above (see Article IV, Section 3B) shall be established by the Executive Committee and reviewed/approved by the Steering Committee.
- D. The termination procedure shall be as follows:
 - 1. The Executive Committee shall communicate alleged violation (s) via certified mail to any person or chapter being considered for termination.
 - 2. Upon receipt of alleged violation(s), the member or chapter shall be given thirty (30) days to respond in writing to the Executive Committee regarding the violation.
 - 3. A written recommendation(s) regarding the alleged violation(s) must be presented by the Executive Committee to the Steering Committee at the next scheduled meeting of the Steering Committee.
 - 4. The Steering Committee will discuss and vote as to accept or deny the Executive Committee's recommendation(s). The member of chapter will be notified within thirty (30) days following the conclusion of the Steering Committee Meeting.
- E. If a membership or chapter affiliation has been terminated, the individual or chapter may no longer refer to being affiliated with the Association or use the Association's name in any print, electronic, video or television media.
- F. Under all circumstances, the Executive Committee shall work to remedy problems prior to submission of alleged violations to the Steering Committee.

Section 4. Reinstatement of Individual Membership

Any former member can be reinstated by the payment of current dues unless his membership has been terminated and the member was one of the chief parties in the expulsion. Only when there is no resolution should the Executive Committee bring the matter before the Steering Committee. A written request for "reinstatement after termination" must be sent to the Association's Executive Committee.

Section 5. State and Regional Associations

- A. In those states where there are three or more chapters, those chapters may establish a State Association. The Membership Committee map identifies geographical boundaries for each region.
- B. State Associations must adopt constitutions in keeping with the National Constitution and policies adopted by the National Steering Committee. Regions are not required to adopt a constitution (see Regional Map in Appendix).

ARTICLE V - CHAPTERS

Section 1. Ten (10) or more members are required to constitute a Chapter. Any Regular, Student, Provisional or inactive chapter that indicates a challenge to acquiring 10 members may be eligible for affiliation with five to nine (5-9) members. This is to assist in chapter retention and/or membership growth.

- A. Chapters with 5-9 members will have a period of two (2) years to increase their membership to ten plus (10+) members. Progress will be reviewed during the two-year period by the Membership Committee.
- B. All chapters must adhere to and subscribe to the goals and purposes contained in the National Constitution and Bylaws.

Section 2.

Chapters may affiliate with the National Association of Black Social Workers under the name “Association of Black Social Workers”, using the name of the city, state or region in which they are located provided that the name is not already in use. For example, the Association of Black Social Workers-Anywhere Chapter”. Note that the word “National” cannot be used in the name. Chapters that affiliated prior to 2014, have maintained continuous membership, and have a different name will not have to change their names. (For example, Alliance of Black Social Workers.)

Section 3. The Constitution and Bylaws of chapters shall be developed taking into account the chapter’s needs and the specific interests of its members. The local chapter’s Constitution and Bylaws must not conflict with the Constitution and Bylaws of the National Association.

Section 4. Membership in the National Association entitles chapters to all the rights and privileges that the National Association affords (see Article IV, Section1).

Section 5. Chapter President and Treasurer are responsible for making sure all dues, chapter affiliation fees and chapter membership rosters are forwarded to the National Office.

1. Each Chapter member will pay annual national and local dues through their chapter.
2. The Chapter Presidents and Chapter Treasurers must forward the annual chapter affiliations fees, membership fees and membership rosters to the National Association Office by October 31 of each calendar year.
3. Individual members who are not members of chapters will forward their dues directly to the National Office by the last day of October. These dues are credited to the next calendar year, January 1 to December 31.
4. Late payment of membership dues from chapter affiliates may result in the chapter’s inability to participate in critical decisions affecting the Association, such as voting.

Section 6. The Membership Committee of the National Association shall consider letters of interest, from groups who wish to become affiliated in localities where there are no existing chapters. After a review of letters, the Membership Committee shall present a recommendation to the Steering Committee.

ARTICLE VI - WITHDRAWAL AND DISSOLUTION OF A CHAPTER

Section 1. A chapter which wishes to withdraw from the National Association shall submit a petition stating its intent to the Executive Committee. This petition shall be signed by the majority of the chapter’s membership.

Section 2. Any chapter that does not submit a petition of intent to dissolve, or pay dues for the current membership year will be considered inactive during that year. If a chapter fails to pay their dues for a second consecutive membership year, then the chapter will be deemed dissolved. Once dissolved by the Association, the chapter shall not be eligible for any privileges and rights afforded a chapter of the National Association.

Section 3. Chapters refusing to abide by the Constitution and Bylaws will be presented to the Steering Committee by the Executive Committee. The decision for dissolution will be determined by a majority vote of the Steering Committee. The resulting decision will be provided to the chapter in writing.

ARTICLE VII - NATIONAL DUES AND FINANCING

Section 1. Each chapter will be assessed sixty dollars (\$60) per capita for each community member for national dues and fifteen dollars (\$15) for each student member.

Section 2. Each Regular Chapter with ten plus (10+) members will pay a membership fee of two hundred dollars (\$200.00) per year to affiliate with the National Association (with the exception of student chapters) and sixty dollars (\$60) per capita per community member.

Section 3. Each Student Chapter will pay a membership fee of twenty-five dollars (\$25.00) per year to affiliate with the National Association and fifteen dollars (\$15) per capita membership fee for each student and \$60 per regular Faculty Advisor Member.

Section 4. Each Provisional Chapter with five to nine (5-9) members will pay a prorated annual membership fee of forty-five dollars (\$45) per person--for both regular and student members--to affiliate with the National Association. Per capita membership dues is \$60 per community member per year and \$15 per student member per year. Provisional Chapters have full voting rights. After one year, the Membership Co-Chairs may request an one year extension to the Executive Committee.

Section 5. Individuals not affiliated with a chapter shall pay one hundred and five dollars (\$105) per year to the National Association for membership in the Association. Individual students not affiliated with a student chapter shall pay thirty five dollars (\$35) per year to the National Association for membership in the Association.

Section 6. To be eligible to vote at any Steering Committee Meeting, a chapter must be current with their dues payment except in an elections year. In an election year, a chapter must have paid their dues by October 31st of the year preceding the National Elections. Chapters affiliating for the first time may vote immediately in a Steering Committee Meeting and the National Elections upon receipt of their chapter membership and per capita dues by the registration cut-off date of the National Conference.

ARTICLE VIII - FISCAL YEAR

The fiscal year of the National Association shall begin on the first day of January and end on the last day of December each year.

ARTICLE IX - OFFICERS

Section 1. The elected officers of the National Association shall be President, Vice-President, Recording Secretary, Treasurer, Corresponding Secretary, two Members--at-Large and the immediate Past President for one year. The officers shall also serve on the National Executive Committee.

Section 2. Duties of Officers

A. President

The President shall be the official representative of the National Association. The President shall be the presiding officer of the National Steering Committee and of the National Executive Committee, and an ex-officio member of all committees. The National President shall be available to monitor and supervise the National Office staff on National Association matters; shall report to the National Steering Committee, on all important interim actions and decisions; shall be in consultation with the National Steering Committee and the National Executive Committee on all major national policy matters; shall appoint such ad hoc committees

that are not already contained and/or covered in the National Constitution and Bylaws.

The National President shall appoint all Committee Chairs and any Steering Committee Member has the right to serve on a committee, whether appointed by the President or selected by the Committee Chair. The National President shall not appoint any person to more than one chairmanship. The chairpersons of all Committees and Task Forces appointed by a President shall serve for the term of the office of that President. Chairpersons who fail to perform their duties shall be removed from office by the President with the approval of the National Executive Committee. The President serves on, conducts and presides at the Executive Committee meetings of the National Association of Black Social Workers and shall be elected in accordance with the Constitution.

B. Vice-President

The Vice President shall fulfill the duties of the National President in the President's absence, disability, resignation, termination or death. Under the delegation authority and direction of the President, the Vice President will preside over Steering Committee quarterly meetings. The Vice President shall be responsible for the functioning of all standing committees. The Vice President serves as a member of the Executive Committee of The National Association and shall be elected in accordance with the Constitution.

C. Recording Secretary

The Recording Secretary shall be responsible for recording and compiling the minutes of all proceedings of the National Steering Committee, the National Executive Committee, and any National general membership meeting duly called. The Recording Secretary shall assure that all records of the Organization (including committee reports) are kept on file and assure that an up-to-date listing of all the members and committee members are kept in the National Office.

The Recording Secretary shall work with National Office staff to assure official documents of the organization are maintained, including Bylaws, Rules of Order, standing rules and minutes of the Steering Committee and Executive Committee. The Recording Secretary is additionally responsible for notifying the presiding officers when a quorum is met for each Steering Committee and Executive Committee Meeting (according to Article XI Section 12). The Recording Secretary serves as a member of the Executive Committee of the Association and shall be elected in accordance with the Constitution.

D. Treasurer

The Treasurer shall be knowledgeable of sound accounting principles and familiar with the accounting software utilized by the organization. The Treasurer shall be responsible for the development and accountable for the receipts, deposits, withdrawals, and disbursements of all funds of the Association in conjunction with the President, Chairpersons of the Finance Committee and the National Office Staff. Major disbursements shall be overseen by the Treasurer and reported to the National Executive Committee, Finance Committee and The Steering Committee and be made pursuant to the policies and procedures approved by the National Steering Committee and the Financial Procedures Manual. The Treasurer shall be responsible for submitting a balanced and updated report of financial standing at each Steering Committee Meeting. The Treasurer reviews all expenditures, approves disbursements and signs checks. The Treasurer serves as a member of the Finance Committee and the Executive Committee of The Association and shall be elected in accordance with the Constitution.

E. Corresponding Secretary

The duties shall include but not limited to developing and replying to correspondence as directed by the Executive Committee of The Association. The Corresponding Secretary may also be involved with

general communication of the organization via social media and the national website. The Corresponding Secretary should assure there is an up-to-date list of members maintained in the National Office and develop effective means of communication with members via the organization's website. The Corresponding Secretary shall be elected in accordance with the Constitution and shall serve on the Executive Committee of the Association.

F. Members-at-Large (2)

The role and responsibility of the Members-at-Large are to serve as a voice for the general membership. They are the spokespeople for the members and chapters on issues related to the relationship between chapters, members and the national organization. Their focus should be on how planned policies and procedures of the Executive Committee affect members and chapters. The Members-at-Large maintain contact with chapters to keep fully abreast of all local Chapter activities, develop means to collect and report on chapter activities and support chapters in clarifying constitutional policy and assure it is adhered to and advocate for their unique needs. Members-at-Large shall be ex-officio members of the Membership Committee to maintain support and grow chapters. The Members-at-Large shall be elected in accordance with the Constitution and shall serve as a member of the Executive Committee of the Association.

Section 3. Term of Office

The term of office for all elected officials shall be for two years commencing in 1972. Elections will be held at the national conference. Officers shall take office three months after the elections. No officer shall serve more than two consecutive elected terms, in any one position but is eligible to hold another executive position.

Section 4. Provisions for Vacancies

With the exception of the National President, in the case of a vacancy of a National Executive position due to the disability, resignation, termination or death of the elected person, the National President shall be empowered to appoint a successor with the approval of the National Steering Committee. The person so appointed shall serve until the end of the (unexpired) term. To be appointed, the person must meet all eligibility requirements and is a member in good standing and have served or is serving as a Steering Committee Representative.

ARTICLE X - THE NATIONAL EXECUTIVE COMMITTEE

Section 1. National Executive Committee

The National Executive Committee shall consist of the following members: President, Vice-President, Recording Secretary, Treasurer, Corresponding Secretary, two (2) Members-at-Large, a representative of the Student and Emerging Leaders Committee (SEL) and the Immediate Past President who shall serve as an Ex-officio member for a one (1) year term.

Section 2. The Executive Committee shall be responsible for the implementation of policy formulated by the Steering Committee including the selection of candidates for vacancies in the National Office; the establishment of personnel policies and practices for paid staff for presentation to and approval by the Steering Committee. In the absence of an Executive Director, the Executive Committee is responsible for the creation, revision and monitoring of all policy and practice manuals including, but not limited to, the financial policy manuals and all other manuals that guide the operations of the National Association. The Executive Committee shall be responsible for periodic evaluation of the Association's National Office and assurance that policies as written are complied with.

Section 3. The Executive Committee shall meet as needed to carry out its responsibilities as indicated by the Constitution and Bylaws.

Section 4. A simple majority of the Executive Committee members shall constitute a quorum.

Section 5. There shall be a Student and Emerging Leaders (SEL) Committee whose three chairs (student, emerging and an established professional) will be appointed by the National President.

Section 6. Student and Emerging Leaders Committee

The Student and Emerging Leaders (SEL) Committee will involve students and emerging professionals (1-5 years in career) shall assist with transitioning individuals into post-graduate service; attract and retain emerging professionals; expand student involvement beyond the National Conference; and create opportunities for students and emerging professionals to serve as leaders for 1-2 years.

Section 7. Ex-Officio Member

For the purpose of organizational continuity, the immediate Past President who is in good standing will remain on the Executive Committee as an ex-officio member for a period of one (1) year following the Election.

ARTICLE XI - THE NATIONAL STEERING COMMITTEE

Section 1. There shall be a National Steering Committee

Section 2. The Steering Committee is the means through which members of the Association shall exercise their ultimate responsibility, in regards to, the policy and direction of the Association. The membership shall act through the National Steering Committee on all matters except those otherwise provided for in the Constitution and Bylaws.

Section 3. The Steering Committee shall consist of all National elected officers and two (2) representatives per chapter. In states where three or more chapters have formed, State Associations and all chapters are current on their dues, that state can designate one additional person as the Steering Committee member who will not have voting privileges.

Section 4. Representatives to the National Steering Committee shall be elected or appointed annually or every two (2) years by local Chapters. State representatives shall be elected at the State Conferences or at State Caucuses held during the National Conference.

Section 5. Matters of national, state or regional significance shall be brought to the attention of the National Steering Committee in one of the following ways:

- A. Recommendation from the Executive Committee
- B. Member of the Steering Committee
- C. Introduction by any member while the Steering Committee Meeting is in session.
- D. Individual member of the National Association who is not a member of a local chapter.

Section 6. The Steering Committee shall be responsible for all Association Policy. It shall be the responsibility of the Steering Committee to see that the Constitution and Bylaws are adhered to by all members. It shall take action on such matters as platform statements on broad social issues; determination of the policy of the Association and setting programs with consideration to their financial implications.

Section 7. The Steering Committee shall hear statements made by any member, officer, chapter or anyone who purports to speak for the Black community and take appropriate actions when indicated.

Section 8. Proposals that have been approved in writing by the Steering Committee shall be implemented by the Executive Committee.

Section 9. Policies that have been formulated by the Steering Committee shall be implemented by the Executive Committee.

Section 10. The Steering Committee shall review representation at each meeting to determine the growth of the Association.

Section 11. The Steering Committee shall meet at least semi-annually and during the National Conference, at such time and place as shall be determined by the President or by one-third (1/3) of the delegates of the Steering Committee. Notices of such meeting shall be mailed to each Steering Committee member not less than thirty (30) days prior to the proposed meetings.

Section 12. One-third (1/3) of the total number of representatives and National Officers attending a National Steering Committee meeting shall constitute a quorum.

Section 13. Each representative present at a meeting of the National Steering Committee shall have one vote and will be provided a voting card for all votes. (See Article XII Section 3B & C for voting purposes).

Section 14. A simple majority shall rule on all matters except those of a financial nature or constitutional amendments. A two-thirds (2/3) majority vote of the quorum shall rule on financial matters or constitutional amendments.

ARTICLE XII - NOMINATING COMMITTEE AND ELECTIONS

Section 1. The Ad Hoc Nominating Committee shall be selected from the roster of Steering Committee Representatives by the National President and approved by the Steering Committee. This selection should be made at the Annual Meeting in the year prior to the National Elections.

Section 2. The Ad Hoc Nominating Committee shall have the following duties.

- A. To solicit from the membership nominees for elective office and prepare a slate of candidates at least sixty (60) days prior to the election. The slate will be presented at the Steering Committee meeting in January of an election year. The Call for Nominations will be sent to all Chapters and Steering Committee Representatives by the Committee. All nominations are due back to the committee by December 1st of the year preceding an election.
- B. To select up to three (3) nominees for each office based on written nomination letters and background information and may make recommendations. Individuals may be nominated from the floor at the January Steering Committee meeting. They must present all required documents at the time of nomination.
- C. To prepare and distribute the ballot at the National Elections.
- D. To be responsible for tabulating the ballots and reporting the results at the National Conference.

Section 3. The Elections Process

- A. Election of officers shall take place at the National Conference.
- B. Each chapter shall have one (1) delegate per fifty (50) members, with a maximum of two (2) delegates. A chapter with less than (50) members shall have one (1) delegate.
- C. Each delegate shall have one (1) vote.
- D. A plurality of the legal ballot cast shall determine the outcome of the elections.
- E. No member shall be eligible for election to a position as officer within the Association unless they have been a paid in full member for the preceding year.
- F. An elected officer shall immediately become a member of the National Steering Committee and a non-voting member of the National Executive Committee, and shall take office three (3) months following the election upon confirmation at the July Steering Committee Meeting or the next SCM.

Section 4. Voting Eligibility

- A. In order to vote in a National Election, new and existing chapters must submit their membership dues by October 31 of the year prior to the year of the elections.
- B. Membership dues will be accepted up to the pre-registration cut-off date for the National Conference; however, dues postmarked after October 31 of the preceding year renders the chapter ineligible to vote in the next National Elections.
- C. In the case of new chapters affiliating for the first time, payment of membership dues by October 31st of the year preceding the National Elections and/or up to the pre-registration cut-off date of the National Conference entitles first-time chapters to vote in the elections.

ARTICLE XIII – COMMITTEES

Section 1. Committees in the Association will function on three levels; Standing, Task Force and Ad Hoc. All Committee, Task Force and Ad Hoc Chairs will be appointed by the National President with the advice and consent of the Executive Committee. Committee, Task Force and Ad Hoc Chairs with the exception of the Nominating and Special Committees will select their members as long as they are financial members and have the skills, time and resources to carry out their respective duties. All SCM representatives shall be assigned to a National Standing Committee, Task Force or Ad Hoc Committee in addition to representing their chapters.

Section 2. Standing Committees are constitutionally charged. They are permanent, recommend policy and commit themselves to provide direction in their charged area of function within the National Association. The general membership can make recommendations to restructure the Standing Committees. Recommendations must be submitted in writing to the Executive Committee, that will bring forth the recommendation to the Steering Committee. Standing Committees of the Association are either Programmatic or Administrative.

Section 3. Task Forces are appointed to study and solve a specific problem; they may also assist in the implementation of solutions.

Section 4. Ad Hoc Committees are appointed by the National President. These Committees are temporary in nature and are designed to study and/or solve specific immediate problems.

Section 5. National Standing Committee (Administrative)

A. Membership Committee

The Membership Committee shall be responsible for chapter and member recruitment, new chapter development, support and retention of affiliated chapters and preparing membership reports for submission to the National Steering Committee and National Executive Committee. The Committee will assess chapters with less than 10 members periodically and make appropriate recommendations to the Executive Committee.

B. Communications and Information Committee

The Communications and Information Committee shall be responsible for developing, maintaining and updating The Website and Social Media for distributing information to local chapters, offering community education programs, providing technical assistance and resources to local chapters and committees for public relations purposes in collaboration with the Recording and Corresponding Secretaries and office personnel. It shall prepare and distribute a National Newsletter to the membership. It shall ensure that committee reports are available to members via the website and available for presentation to the National Steering Committee and local chapters.

C. Finance Committee

The Finance Committee shall be responsible for assuring that financial procedures follow generally accepted accounting principles by reviewing monthly, quarterly and annual financial statements, monitoring spending and investments. It shall be responsible for receiving and revising budgets of all Committees and budget allocations submitted by the National Office and Treasurer. The Committee together with the Treasurer shall be responsible for making annual budget recommendations to the Steering Committee for approval. Projected fiscal year budgets will be reviewed and recommendations made at the October Steering Committee Meeting. The Committee in cooperation with the National Office and Treasurer shall be responsible for developing, planning and recommending to the Steering Committee programs designed to produce income.

Section 6. National Standing Committees (Programmatic)

A. National Relations Committee

The National Relations Committee shall be responsible for studying national issues and local issues that have national implications which affect the Black community, and make specific recommendations to the Steering Committee as to what action the Association should take in regard to each issue. The Committee shall develop volunteer services to community groups, agencies and institutions serving the Black community and shall provide specialized actions and assistance to community groups, agencies, and organizations in legal, business and educational matters.

B. International Relations Committee

The International Relations Committee shall be responsible for establishing ties and relations with Black people throughout the world. It will recommend to the Steering Committee such actions, programs, and steps it deems necessary to bring about a stronger bond of cooperation and unity with Embassies, social justice, trade and educational missions of African, Caribbean and South American countries with sizeable Black populations. All efforts will be designed in keeping with our Code of Ethics.

C. Comprehensive Health and Wellness Committee

The Health and Wellness Committee shall be responsible for addressing issues health and wellness including management and prevention of chronic diseases, communicable diseases and mental and physical health conditions. The Committee will specifically address such problems as substance abuse, mental and physical health, neighborhood services, health, aging, and community violence. The Committee initiates and participates in policy discussions that impact African Americans; while researching, compiling and disseminating critical information that supports the health of the African American people.

D. National Conference Committee

The National Conference Committee shall be responsible for developing, planning and conducting the National Conference as prescribed by the Steering Committee. The National Conference Committee shall operate in conjunction with the Meeting Planner--an appointed position that serves at the pleasure of the National President. The actions of the National Conference Committee are approved by the Steering Committee such actions may include but are not limited to conference theme, conference location, conference fees and length of the conference.

E. Professional Development Committee

The Professional Development Committee shall be responsible for establishing ties and relations with the Black Schools of Social Work. The Committee shall develop, plan, and implement those programs approved by the National Steering Committee which are geared toward providing scholarships to Black students, providing continuing education programs for the membership, improving social work curriculums in all schools of social work to ensure that relevant content is being taught, and establishing an accreditation process with Schools of Social Work.

F. International Education Conference Committee

The International Education Conference Committee shall be responsible for developing planning and coordinating the Annual International Education Conference. The goal of the International Education Conference is to expose to the Association members to Black cultures in other countries. Additionally the Conference generates financial resources for meaningful contact in the international Black Community under stress.

G. Family Preservation Committee

The Family Preservation Committee shall be responsible for promoting and implementing programs and/or activities that strengthen black extended and augmented families. It will be responsible for developing a national agenda regarding social and political issues that impact the quality of life of black individuals and families throughout their lifespan.

ARTICLE XIV - CONSTITUTIONAL AMENDMENT

Any chapter, member, or group of members who wish to propose an amendment to the Constitution and Bylaws shall submit the same in writing to the Steering Committee ninety (90) days prior to the National Conference. An amendment approved for consideration by the Steering Committee must be submitted in writing to all chapters at least sixty (60) days prior to the National Conference. A two-thirds (2/3) majority vote shall be needed for the adoption of the proposed amendment after presentation by the Executive Committee to the general membership. Review of the Constitution and Bylaws shall take place every two years.

ARTICLE XV - INQUIRY PROCEDURE

Section 1. A member or officer may become subject to inquiry when they willingly and knowingly do not adhere to the Constitution and Bylaws of the Association

Section 2. Whenever a member of the Steering Committee or Executive Committee becomes the subject of inquiry charges, such charges must be presented by the complainant to the President in writing with all supporting documentation. The President will call a meeting of the Executive Committee to review the charges as to legitimacy. Should their deliberations determine the charges call for further investigation; the Executive Committee will submit the charges to an Ad Hoc Inquiry Committee.

Section 3. The Ad Hoc Inquiry Committee will conduct a full investigation and report its findings to the Executive Committee. Upon receipt of the completed investigation, the Executive Committee shall prepare and submit a report to the Steering Committee for full review and disposition.

Section 4. The findings, recommendations and a written report should be completed within 90 days. The final written report should be presented at the next Steering Committee Meeting.

ARTICLE XVI - ANNUAL MEETINGS

The membership shall have an Annual Meeting at an appointed time during the National Conference. The time of the Annual Conference shall be decided by the Steering Committee in cooperation with the Conference Committee.

ARTICLE XVII – RULES OF ORDER

In the event that a situation arises which is not covered by these Constitution and Bylaws, the rules contained in the latest edition of Roberts Rules of Order, Newly Revised, shall govern the business of the organization.

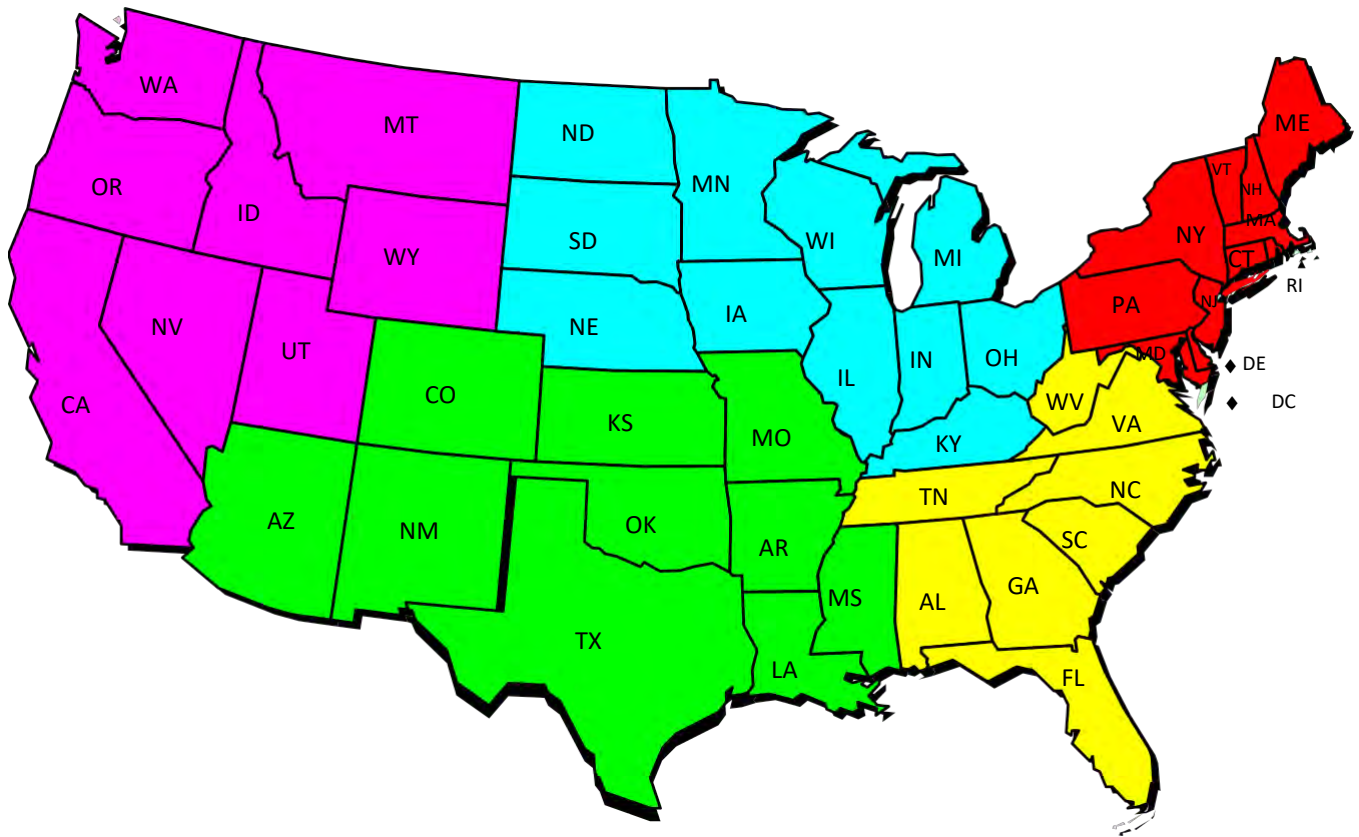
ARTICLE XVII DISSOLUTION

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of Section 501(c)3 of the Internal Revenue Code or corresponding section of any future federal tax code or shall be distributed to such organizations that share the Association's mission and purpose. Any such assets not disposed of shall be disposed of by the Superior Court of the District of Columbia in which the principal office is located and exclusively for the purposes or to such organization or organizations, as said Court shall determine are organized and operated exclusively for such purposes.

-Amendments adopted 07.30.2022, Virtual Annual Meeting
-Amendments adopted 10.23.2021, Virtual Annual Meeting
-Amendments adopted 04.07.2018, San Diego, CA

See Regional Map Attached

NABSW Regional Map



West	Southwest	Midwest	Southeast	Northeast
CALIFORNIA* IDAHO MONTANA NEVADA OREGON UTAH WASHINGTON WYOMING	ARIZONA ARKANSAS* COLORADO KANSAS LOUISIANA* MISSISSIPPI MISSOURI NEW MEXICO OKLAHOMA TEXAS*	ILLINOIS INDIANA IOWA KENTUCKY* MICHIGAN* MINNESOTA NEBRASKA NORTH DAKOTA OHIO* SOUTH DAKOTA WISCONSIN	ALABAMA* FLORIDA* GEORGIA* NORTH CAROLINA* SOUTH CAROLINA* TENNESSEE* VIRGINIA* WEST VIRGINIA	CONNECTICUT DELAWARE DISTRICT OF COLUMBIA MAINE MARYLAND* MASSACHUSETTS* NEW HAMPSHIRE NEW JERSEY* NEW YORK* PENNSYLVANIA* RHODE ISLAND VERMONT

As of 10/31/21

Bold = Regular Chapters

Bold* = Student Chapters