



NCAADDHM

THE NATIONAL CATHOLIC ASSOCIATION OF DIOCESAN DIRECTORS FOR HISPANIC MINISTRY

Manual

DRAFT

Letter from Bishop

Table of Contents

Part I Guidelines	
Introduction	.....
Mission statement	.....
Vision statement	.....
Organizational Chart	.....
Goal and Objectives	.....
General Expectations and Responsibilities of the Board	.....
Committees	.....
Committees Description	.....
Specific Roles and responsibilities	.....
Consensus and Decision Making	.....
Code of Conduct	.....
Membership	.....
Part II Processes	
Payment	.....
Part III By Laws	.....
Part IV Strategic Plan	.....
Part V Accountability Report	.....
Part VI Resources	
Board members contacts
Map of Episcopal Regions
Forms

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Introduction

On this page an introduction written from the perspective of documents such as Lumen Gentium, Evangelii Gaudium, and others would be appropriate to set the context of the organization.

Also to consider including what we already have like below just changing the wording highlighted to "Since 19... NCADDHM has been...":

Our Story

NCADDHM is a national organization recognized by the United States Conference of Catholic GBishops in Washington with representation throughout the United States.

For 30 years, NCADDHM has been providing support to current and future diocesan leadership serving the Hispanic community in the Roman Catholic Church by providing networking opportunities, mentoring and best practices in the field of Hispanic ministry.

Our Approach

Our approach is pastoral and collaborative:

Pastoral:

Collaborative:

Mission Statement

The National Catholic Association of Diocesan Directors for Hispanic Ministry, in communion with the Bishops of the United States supports, provides resources, and assists in the on-going professional development of Hispanic Ministry diocesan staff, in order to facilitate full participation of Hispanics in the mission of the Church and society.

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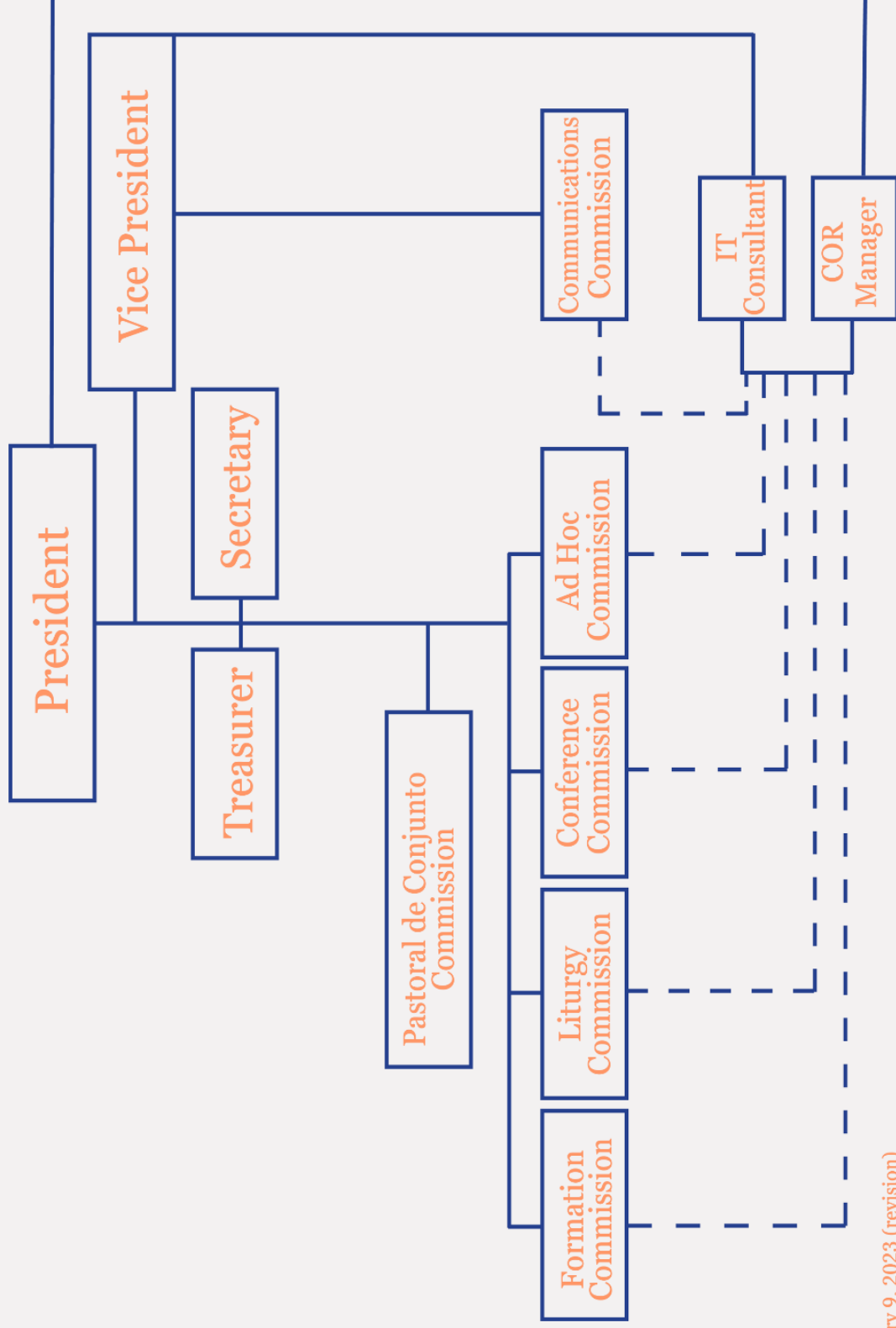
Vision Statement

The purpose of our association is to create a ministry of collaboration. We engage in reflection and planning of Hispanic Ministry and provide continuing formation for diocesan directors serving in the United States. We provide assistance to our members while finding mutual support, recognition and acceptance. We develop a common ministerial vision while supporting the “**Memoria Historica**” of the Encuentros.



The board members affirm the reality of the church in the United States and support the reality of rich cultural diversity, and we continue to promote unity in pluralism as an expression of our catholicity. We thrive to assist Hispanics in the process of integration into the total life of the Church in society serving as missionary disciples.





VISIONING INTO THE FUTURE GOALS AND OBJECTIVES

GOAL 1: In the spirit of “*Pastoral de Conjunto*,” the NCADDHM Board of Directors will work in communion with the membership of the organization, the Bishops of the U.S., the Episcopal Regions and other national organizations.

The Board of Directors will:

1.1 Maintain the relationship with the National Catholic Conference of Bishops through the Office of Cultural Diversity in the Church by assuring the Committee Hispanic Affairs a seat on the NCADDHM Board, as an ex-officio member, continuing open communication between the Board and the appointed Hispanic representative to the Bishop Committee on Hispanic Affairs, and maintaining a relationship with the appointed Episcopal liaison to NCADDHM.

1.2

Identify key national organizations with which we will collaborate with by maintaining a membership with the association, attending appropriate conferences/meetings and preserve a mutual direct line of communication in order to share with each other appropriate information. Three categories of participation are encouraged:

- Full membership and mutual sharing of information with permanent representation, i.e. NCCHM and Humberto Ramos and LA RED and Fr. Hector Madrigal **Suggesting to eliminate what is crossed.**
- Full membership with mutual sharing of information without permanent representation **Example??**
- Mutual Sharing of information without permanent representation and membership when it is required or appropriate i.e. ANSH

1.3 Strengthen the Episcopal Regions by assisting the Regional Coordinators with professional advice, pastoral experience and personal presence as **requested by the Coordinators** and actively engage the diocesan leadership of the Episcopal Regions that are not active in NCADDHM, not organized or are lacking a Regional representative.

Who are the coordinators?

1.4 Recuperate and maintain the *memoria histórica* for the organization **by forming a committee** to accomplish this task and explore a means and place to permanently maintain all NCADDHM records.

It has been suggested that the Communications Committee handles the Memoria Histórica.

1.5 Update and expand the website that will include more up to date information with the links to the appropriate organizations and especially the ongoing activities of the Office of Cultural Diversity in the Church Hispanic Affair Committee and the Episcopal Regions. **Calendar fulfills just need to work on activities from the Office of Cultural Diversity**

1.6 Explore new means of communication using social media and technology to improve communication with our individual members as well as collaboration with other organizations and Dioceses. **On going**

1.7 Improve communication with the membership by strengthening the use of the newsletter, website, and e-mail announcements. **On going**

GOAL 2: Committed to the ongoing formation of its members, the NCADDHM Board will support, provide resources, and assist in the ongoing professional development of the members.

The Board will:

2.1 Collaborate with the networks set up by the USCCB to support all ministers. For this reason we will motivate the directors who are not participating in their region to participate by keeping them informed of the activities at the regional and national level through our website, newsletters, and any other means available to us. **Example CST partnership**

2.2 Create permanent ~~commissions~~ committees and ~~provisional~~-ad hoc committees. After having listened to the membership at the NCADDHM Conference in August 2009, who expressed their desire to participate more fully in the activities of the Association, we will solicit participation from the general membership to become members of these commissions and committees.

Suggesting to eliminate what is crossed and use the term committees and ad hoc.
Example the invitation to Deacon Asterio for the Conference Committee

2.3 Establish a comprehensive orientation for new diocesan directors for Hispanic Ministry that will be provided at least biennially or as needed. **On going**

2.4 Study the effectiveness of a biennial or an annual conference and make a recommendation to the membership. **On going**

2.5 Consider ways in which part of the conference or other activities can be open to other Hispanic ministers as well as the regional Hispanic community.

Conference Committee task

2.6 Create a Formation ~~Commission~~ Committee to plan and provide on-going professional and spiritual development and enrichment for the membership. **So far Daniel Villar**

2.7 Create a speaker's bureau that can assist us both in providing our best gifts and talents within the association recognizing that we can benefit from the gifts and talents of others. **???**

GOAL 3: The duties of the Board of Directors shall be to set policy, direction and plans for the Association. The Board is committed to operating with prayerful discernment and in service of the Association while bringing to the table our gifts and talents as well as our limitations. **On manual already**

The Board will:

3.1 Commit ourselves to a discernment style of leadership and call all our membership to support and use this same approach to our ministry together.

3.2 Begin a process to review the name of the Association while exploring its Identity and then to make any necessary recommendations to the membership. ??

3.3 Create a financial plan that will allow the Association to carry out its work and ministry more effectively at the national level. Financial security will allow the Association to retain an executive secretary. Porticus grant

3.4 Establish working “partners” that will financially support the mission and work of NCADDHM. ??

General Expectations and Responsibilities for the Board

Being a member of the board entails some expectations and responsibilities, especially when exercising the role of representing an episcopal region. These include:

- To have regular attendance and participation at meetings. It is understandable that sometimes it is not possible. However, to follow up on responsibilities and commitments is expected for the good of the board. When personal reasons prevent the member to regularly participate, it must be communicated to the president.
- To participate in events offered by the association. When outsiders see the involvement of the board members, it sends a positive message of participation and collaboration. While at the same time, fosters an inviting environment for those who are new to the membership and strengthens the *pastoral de conjunto*.

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Committees

The committees pursue the mission and vision of NCADDHM through planning and implementation of actions.

Committee selection:

- The board members receive an invitation from the executive committee to serve on one of the committees. Review Committee descriptions.
- It is an expectation that every board member serves on a committee.
- Each board member discerns his/her leadership capacity and selects the committee. Review criteria for each committee.

Committee members:

- Participate in providing ideas and planning the activities that are responsible for.

Committee roles:

- Each committee is formed by several members that contribute with their gifts and talents to the committee they belong to.
- The number of members is determined by each committee according to their needs.
- Each committee will have a chairperson that reports in the monthly board meeting and makes sure the tasks are implemented. Review consensus and decision-making.
- Each committee will have a secretary responsible for taking minutes.

NCADDHM Committees

1. *Pastoral de Conjunto* Committee
2. Finances and Development Committee
3. Communications Committee
4. Formation Committee
5. Conference Committee

Committees Description

Committee: Pastoral de Conjunto

Objective: To share the mission and vision of NCADDHM through partnering, networking, strategizing, and implementing.

Description:

- expand on a common vision and mission for Hispanic ministry by networking with other key Hispanic organizations, namely NCCHM, La RED, FIP, ANSH, MACC and all Regional Structures.
- strengthen the structures for Hispanic ministry by partnering with organizations, publication companies, and dioceses in our general goals and objectives. Do we have these goals and objectives?
- develop a strategy for *pastoral de conjunto*, by having representation at national meetings and conferences that will enhance Hispanic ministry.
- foster the development of Hispanic ministry leaders by establishing on-going relationships with universities and colleges that focus on Hispanic ministry and/or outreach to Hispanic students.

Members: Executive committee

Committee: Finances and Development

Objective:

To oversee and maintain the financial records of the association by creating accurate reporting in compliance with federal policies.

Description:

- Develop a plan for fund raising and grant design to assist us in furthering NCADDHM's mission.
- Maintain a working relationship with potential donors to assist us in seeking grants and other fund-raising initiatives.
- Establish new working relationships with national institutions willing to financially support the work and mission of NCADDHM.
- Work closely with the USCCB Office of Cultural Diversity – Committee on Hispanic Affairs to be aware of funding opportunities.
- Make all necessary recommendations to the Board concerning policies that will make us fiscally responsible and accountable to the membership.
- Takes minutes from the committee.
- Other duties as assigned.

Members: the treasurer, president, 2 at large NCADDHM members, as well as 1 professional or expert in this arena.

Committee: Communications

Objective:

Description:

- Maintain the website content updated. and facilitate the capability to be interactive as well as develop the video capacity. It will develop the capacity to have registrations and payments online.
- Produces a monthly newsletter.
- Uses different technology to reach out to members and non- members (Facebook and others).
- Maintain a list of members and contact information updated.
- Work on appropriate designs to promote information.
- Maintains the *Memoria Histórica* and Archives of the association (described below).
- Takes minutes from the committee.
- Other duties as assigned.

Members: president, vice president, COR-Manager, and IT consultant. In the absence of a COR-Manager, a board member can serve on this committee.

Memoria Histórica and Archives: Compile the history of NCADDHM by collecting copies of all historical materials such as program books from the conferences, NCADDHM newsletters, minutes from meetings of the NCADDHM board, copies of other notes which members have kept, as well as any other media reports about NCADDHM. The committee will put together all of the historical material and prepare "Memoria Histórica" of NCADDHM and archive the material.

Committee: Formation

Objective:

- To provide professional development and integral formation to NCADDHM members and its partners.

Description:

- Propose, organize, and implement a comprehensive annual Orientation of New Diocesan Directors, Pastoral Agents, and (Arch)diocesan Staff about Hispanic Ministry.
- Collaborate with the NCADDHM Conference Planning Committee.
- Update and maintain diverse resources for the ministerial areas listed in the USCCB National Pastoral Plan for Hispanic/Latino Ministry.
- Be ambassadors that direct and coordinate relationships between NCADDHM and academic institutions of higher education that offer college and university level certificates and degrees in Spanish.
- To familiarize all on the methodology of *Ver, Juzgar, Actuar, y Celebrar*, collaborate with the Executive Board on the design and development of programs that implement the mission of NCADDHM in light of the New Pastoral Plan of Hispanic/Latino Ministry and the pastoral letters put forth by the USCCB.
- Record and file meeting minutes for committee gatherings.
- Make recommendations for future opportunities of formation based on the pastoral and ministerial needs, to be published in the NCADDHM monthly newsletter in accordance with the pastoral priority of each month (i.e. March – Disability Awareness Month).

Members: Any members of the NCADDHM board may serve on this committee

Committee: Conference

Objective:

To provide a platform to engage on topics of interest by listening, engaging in conversation , and create networking among the membership.

Process Committee: Proposes the process and then plans for a given conference always taking into account suggestions from the membership. It also proposes the schedule, presenters, speakers and facilitators for the conference.

Liturgy Committee: Plans the prayers and liturgies taking place during the conference. This committee interfaces with musicians, lay and ordained ministers to coordinate participation.

Registration Committee: Helps to prepare registration brochure, receives all registrations and coordinates

Sponsors and Exhibitors Committee: Invite past and potential sponsors and exhibitors to support the NCADDHM conference, send letters of invitation, make follow up calls and provide information regarding the sponsor's / exhibitor's duties and responsibilities.

Journal Committee: Develop the conference program book. This committee is responsible for acquiring journal ads and putting together the content which includes but not limited to the schedule, letters of presentation, biographies, prayers, rituals, liturgies and ads.

Logistic Committee: – Works with the site and other committees to ensure all that is necessary is provided.

* Meals – Receptions, Banquets, Food, Snacks for breaks

* Use of rooms and Set up

* Supplies, copies

* Technical support – sound system, projectors, screens etc.

Hospitality and Entertainment Committee: Provides a welcoming environment at the conference. Plans and executes a fiesta for all participants.

Members: The Conference commission is composed of NCADDHM members working in conjunction with the board of directors. Any member of the NCADDHM may serve on a conference committee. Each conference committee will have at least one member of the board of directors serving alongside other members. The executive committee is the steering committee for the conference.

Committee: Liturgy

Objective: To provide and plan prayers, liturgies, reflections, retreats among others.

Description:

- Work on a liturgical calendar that reminds all the important days of the Church. (Look at Facebook as we had been posting).
- Plans the prayers and liturgies taking place during NCADDHM's conference. This committee interfaces with musicians, lay and ordained ministers to coordinate participation.
- Plans times of reflection on important seasons of the church to be offered online.
- Proposes creative ways to deepen the spirituality of all people.

Committee: Ad Hoc

Objective: To provide support to the organization on a specific assignment/project for a period of _____ time.

Committee description:

- Contributes to the assignment/project with his/her specific gifts and talents.
- Works a timeline for the tasks to perform.
- Keeps the Executive Committee informed of the next steps.

Treasurer

Duties and Responsibilities

- 1.- Works in collaboration with a Certified Public Account (CPA) firm hired by NCADDHM (CliftonLarssonAllen "CLA") and other relevant specialists to ensure compliance with accounting and finance legislation. Responsible for all financial elements or economic issues of NCADDHM.
2. At the national conference, provides members with an annual financial report and as required, interim reports to the board.
3. Review payment request by NCADDHM's president. Expenses for more than \$100.00 need to be approved by the Executive Committee (EC) and must be following the accounting principles (GAAP). For ex. Receipts or invoices attached, no include alcoholics beverages in the payments.
4. Makes timely payments, processing checks that adhere to GAAP, as authorized and requested by the President of NCADHMM.
5. Maintain a detailed record of all payments and checks written with their respective support and submit it to the accounting firm (CLA) to satisfy report demands.
6. Keep W-9 forms on record for each individual and business to whom we issue checks totaling more than \$600.00.
7. Ensure that the accounting firm issues 1099 forms for all payments received throughout the financial year, by January 31st.
8. Every year in April-May, update the board members' list and send it to the accounting.
9. Request to the accounting company to prepare a tax return by May 15 of each year.
10. Monthly review and reconciles NCADDHM's bank statement; file it and send it by scan to the accounting, together with the copy of checks and receipts.
11. Being a treasurer immediately makes you a member of the NCADDHM's "Executive Committee". As a result, you must attend the executive committee's monthly meetings and all board members' meetings. In addition, participate in extraordinary meetings when the executive believes it is necessary for unique or urgent reasons.

Consensus and Decision Making

- Board members are invited to practice dialogue and consultation with their regions. By doing so, the association can better meet the needs.
- Consensus is a process to seek agreement among a group of people. The outcome of the consensus is to be supported by all members independently of one's opinion.

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Code of Conduct

The following outline reflects the code of conduct of the board members according to the mission of the association.

A board member:

- Always maintain a positive attitude toward others.
- Adapts to changes in the association for the good of all.
- Works in collaboration with others to improve teamwork and accomplish tasks.
- Communicates openly and respects the opinions of others.
- Listens mindfully and cultivates empathy.
- Supports actions of the Executive Committee.
- Avoids personal comments that could offend other Board Members.
- Honor the role of each board member.
- Avoids situations that create conflicts between personal and professional interests.

Memberships

NCADDHM offers ~~four~~ **various** types of memberships dedicated to advancing our vision and mission in the spirit of *Pastoral de Conjunto* (Communion in Mission).

Suggested by Eva

Diocesan Professional Membership is open to full and part-time diocesan personnel in Hispanic ministry and other diocesan offices (e.g. Vicars directors, associates, assistants, coordinators, consultants, appointed liaisons, etc.)

Membership dues for fiscal year from July 1 – June 30

Benefits of your Membership

- + Access to the NCADDHM's Annual Conference **Special Membership Fee**
- + Access to NCADDHM Experts – *current thought leaders in Hispanic Ministry*
- + Access to collaborative opportunities – *sponsorships, presentations, and ministry resources*
- + Access to NCADDHM's ~~Webinars~~ **membership resources**
- + ~~Access to NCADDHM's bulletin and ministry updates??~~
- + Partnership Recognition

Parish Professional Membership is open to full and part-time parish personnel in Hispanic Ministry.

Membership dues for fiscal year from July 1 – June 30

Benefits of your Membership (this is what we currently have)

- + Access to the NCADDHM's Annual Conference Membership Fee
- + Access to NCADDHM Experts – *current thought leaders in Hispanic Ministry*
- + Access to collaborative opportunities – *sponsorships, presentations, and ministry resources*
- + Access to NCADDHM's Webinars – *related to the Hispanic community and best practices in ministry*
- + Access to NCADDHM's bulletin and ministry updates
- + Partnership Recognition

The Associate Catholic Membership is open to Catholic organizations, institutions or individuals seeking to directly collaborate with and participate in the work and mission of NCADDHM and are in communion with Catholic teachings and practices.

Membership dues for fiscal year from July 1 – June 30

Benefits of your Membership

- + Access to the NCADDHM's Annual Conference Membership Fee
- + Access to NCADDHM Experts – current thought leaders in Hispanic Ministry
- + Access to collaborative opportunities – *sponsorships, presentations, and ministry resources*
- + Access to NCADDHM's Webinars – *related to the Hispanic community and best practices in ministry*
- + Access to NCADDHM's bulletin and ministry updates
- + Partnership Recognition – includes linked organization logo on NCADDHM home webpage

Affiliate Ecumenical Membership is open to organizations, institutions or individuals seeking to directly collaborate with and participate in the work and mission of NCADDHM.

Membership dues for fiscal year from July 1 – June 30

Benefits of your Membership

- + Access to the NCADDHM's Annual Conference Membership Fee
- + Access to NCADDHM Experts – current thought leaders in Hispanic Ministry
- + Access to collaborative opportunities – *sponsorships, presentations, and ministry resources*
- + Access to NCADDHM's Webinars – *related to the Hispanic community and best practices in ministry*
- + Access to NCADDHM's bulletin and ministry updates
- + Partnership Recognition (to be careful)

PART III

BY LAWS





**NATIONAL CATHOLIC ASSOCIATION OF DIOCESAN DIRECTORS
FOR HISPANIC MINISTRY
BYLAWS**

February 2007

Article I: Name:

The name of this organization is National Catholic Association of Diocesan Directors for Hispanic Ministry and shall herein be referred to as NCADDHM.

NCADDHM is a non-profit organization incorporated under the laws of the State of Georgia, June 23, 1993.

Article II: Mission Statement:

The National Catholic Association of Diocesan Directors for Hispanic Ministry in communion with the bishops of the United States supports, provides resources, and assists in the on-going professional development of **Hispanic Ministry diocesan staff** in order to facilitate full participation of Hispanics in Church and society.

Note: For example the CST certificate was not only for Diocesan Directors. Therefore, what is highlighted needs to consider also others.

Article III: Purpose of NCADDHM is:

1. To create an association based on the vision and principle of “**pastoral de conjunto**” (NPPHM #21).
2. To engage diocesan personnel in reflection and planning of Hispanic pastoral ministry in collaboration with the United States Conference of Catholic Bishops (USCCB) and other national Hispanic ministry organizations;
3. To provide continuing formation for diocesan **directors** to serve the Hispanic people through all diocesan structures;

Note: same note from above.

4. To assist the members of the association to find mutual support, challenge, recognition and acceptance within the local churches where they minister (NPPHM #67-68);

5. To develop a common ministerial vision at the diocesan level in light of the process of the Encuentros (NPPHM #20);
6. To affirm the reality of the church in the United States in its rich cultural diversity and continue to promote unity in pluralism as an expression of our catholicity through diocesan ministries;
7. To assist Hispanics in the process of integration in the total life of the church and society (NPPHM #20).

Article IV: Membership of the Association:

The following are eligible for membership in NCADDHM:

All those full and part-time diocesan personnel in Hispanic ministry (Vicars, diocesan directors, associates, assistants, coordinators, consultants, appointed liaisons, diocesan agencies and office personnel, and friends of NCADDHM).

(Amended on 04-22-2020)

1. Diocesan Professional Membership: Open to full and part-time diocesan personnel in Hispanic ministry and other diocesan offices e.g., Vicars, diocesan directors, associates, assistants, coordinators, consultants, appointed liaisons, etc. (non-voting member).
2. Parish Professional Membership: Open to full and part-time parish personnel in Hispanic ministry (non-voting member).
3. Associate Catholic Membership: Open to Catholic organizations, institutions or individuals seeking to directly collaborate with and participate in the work and mission of NCADDHM and are in communion with Catholic teachings and practices (non-voting members).
4. Affiliate Ecumenical Membership: Open to organizations, institutions or individuals seeking to directly collaborate with and participate in the work and mission of NCADDHM (non-voting member).
5. Membership Approval: The Board of Directors retains the right to grant or refuse membership in NCADDHM. The new membership is presented to the Board of Directors by one of the Executive Officers and are approved by a majority vote of the Board of Directors during in-person meeting, by email or virtual meetings.
6. Annual Membership Dues: The annual dues are reviewed, set and approved by the Board of Directors on an annual basis, during in-person meeting, by email or virtual meeting. To maintain active membership, the payment of annual dues is required.

The COR Manager can't make changes to the membership. Needs to be approved by the board.

Article V: Board of Directors:

1. The Board of Directors shall consist of a NCADDHM representative from each Episcopal region elected by the members of the region for a term of three years. A representative is eligible for a second term and upon completion of that term, he/she should withdraw for at least one term before being considered for service again. If no representative is elected by the Episcopal region, a member from said region may be appointed by the board to represent this region.
2. The membership will also include an ex-officio non-voting member from the Subcommittee Hispanic Affairs of the Secretariat of the Cultural Diversity of the United States Conference of Bishops
3. The membership will also include an ex-officio non-voting member to represent the Regional Hispanic Ministry Offices. This member, elected by the Regional Offices, may be one of the Directors of a Regional Office or a representative, and will serve a three-year term. [not operative]

Note: So far we have SEPI. Is there another office?

4. The membership will include two voting ex-officio young adults serving as diocesan directors or coordinators for Hispanic ministry.

Note: Pending at this time

5. The association will have an Episcopal moderator who will serve as advisor to the board.
6. Suggested by Eva: To have one or two ex-officio non-voting members as consultants for the board. They should be former Officers members.

Article VI: Duties of Board Membership:

1. The duties of the Board of Directors shall be to set policy, direction and plans of NCADDHM.
2. The board shall meet no less than twice a year.
3. A majority of the board members shall constitute a quorum for a board meeting.
4. The board shall establish committees for the work of the organization.
5. Officers will be elected from among the Board membership for a three-year term and may be re-elected for a consecutive three-year term. The offices will include president, vice-president, treasurer and secretary.
6. Members of the board shall serve without pay.

7. Members may resign before the expiration of their term or may be removed by a two-thirds vote of the other members of the board.

Article VII: Executive Officers. Duties of the Officers:

1. The president shall:

- a. Call and preside at all meetings of NCADDHM and of the Board of Directors;
- b. Develop the agenda for all meetings after consultation with the executive officers;
- c. Name all ad hoc committees and appoint the chairperson;
Note: check how it says in manual.
- d. Serve as ex-officio member of every committee of NCADDHM;
- e. Serve as the official spokesperson of NCADDHM;
- f. Delegate another as a representative of the NCADDHM President when the situation requires.

2. The vice-president shall:

- a. Assist the president in the duties of that office;
- b. If the president moves or resigns, the Vice-president will serve as interim president until the next meeting of the Board of Directors at which an election for president will be held;
- c. Perform other duties as delegated by the president.

3. The secretary shall:

- a. Be responsible for the minutes of all meetings and distribute said minutes to the Board of Directors within thirty days of each meeting;
- b. Preserve the records of NCADDHM;
- c. Perform other duties as delegated by the President.

4. The treasurer shall:

- a) Be responsible for all financial aspects of NCADDHM;
- b) Provide a bi-annual financial report at the National Conference for the membership and interim reports for the board;
- c) Perform other duties as delegated by the President.

5. Vacancy of an executive office:

In the event of a vacancy in the offices of Vice-President, Secretary or Treasurer, such vacancy should be filled, for the remainder of the unexpired term, by a majority vote of the members of the Board of Directors.

Article VIII: Dues and Finances:

1. Each member of NCADDHM shall pay dues according to a fee structure established and approved by the Board of Directors.
2. Other sources of funding shall be sought after consultation with the Board of Directors.
3. In the event of dissolution of NCADDHM, the assets remaining after all debts have been satisfied shall be distributed to another Roman Catholic organization which is exempt under section 501 (c)(3) of the Internal Revenue Code and whose purposes are as nearly similar as possible to those for which NCADDHM was formed.
4. Members of the board will be indemnified by NCADDHM against personal finances loss resultant from their activities performed in accordance with NCADDHM policy.
5. NCADDHM board of directors will have insurance for the meetings of the board and national conferences.

Article IX: Amendments.

Proposal of Amendments:

Any registered NCADDHM member may propose amendments in writing to the secretary of NCADDHM who will bring them to the next meeting of the board of directors. Upon acceptance by two-thirds of board members, the amendment shall be incorporated into these bylaws.

Amended: February 15, 2007

Resources

Board Contact Info

Eva Gonzalez

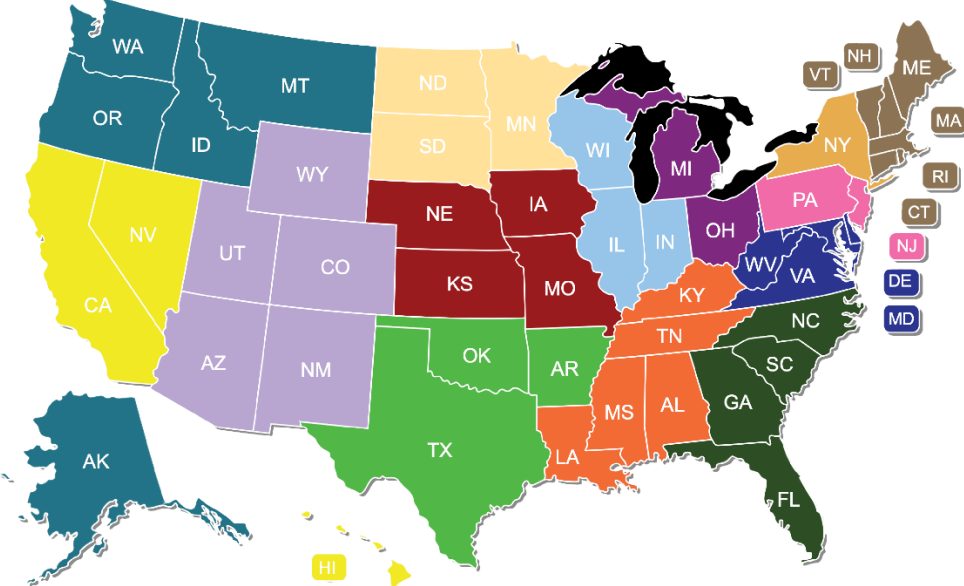
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Episcopal Regions



- Region 1** ● Vermont, New Hampshire, Maine, Massachusetts, Rhode Island, Connecticut
- Region 2** ● New York
- Region 3** ● Pennsylvania, New Jersey
- Region 4** ● West Virginia, Virginia, Delaware, Maryland
- Region 5** ● Kentucky, Tennessee, Mississippi, Alabama, Louisiana
- Region 6** ● Michigan, Ohio
- Region 7** ● Wisconsin, Illinois, Indiana
- Region 8** ● North Dakota, South Dakota, Minnesota
- Region 9** ● Nebraska, Iowa, Kansas, Missouri
- Region 10** ● Texas, Oklahoma, Arkansas
- Region 11** ● California, Nevada, Hawaii
- Region 12** ● Washington, Oregon, Idaho, Montana, Alaska
- Region 13** ● Wyoming, Utah, Colorado, Arizona, New Mexico
- Region 14** ● Georgia, South Carolina, North Carolina, Florida

Part IV

Forms

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