

FINAL REPORT FROM MEMBERSHIP SUB GROUP TO GOVERNANCE TASK FORCE

February 28, 2023

The Membership Sub Group (MSG) unanimously submits this final report to the Governance Task Force (GTF). Our vision of the subsequent process to be followed includes discussion of these proposals (and perhaps others relating to Membership) by the GTF, adoption by the GTF of one or more of the recommendations below and subsequent presentation to the Star communities in the manner deemed appropriate by the GTF. This report makes recommendations regarding the SIC Membership by-laws and practices.

The MSG recognizes that these proposals include changes to the SIC Bylaws as well as changes to Membership Committee procedures and has included with each recommendation a reference to the process needed for adoption. The Bylaws subcommittee will need to weigh in on any proposed Bylaw changes.

The members of the MSG are Kate Brady, Brad Greeley, Tom Kennedy, Caroline Quijada and Topher Soltys

Topic	Current Process	Proposed Change	Comments
Beloved Community welcoming language	Some of the existing Membership Committee materials are less welcoming to potential new members than they could be. For instance, the Membership packet now sent to potential members states that membership is a “responsibility” that “should not be undertaken lightly”.	The Membership Committee should be requested to review that membership forms and instructions to incorporate more welcoming language.	
Nomination for SIC Membership	The current SIC Bylaws require a nomination by a current member and the practice is to also require a recommendation in support of a candidate for membership (not necessarily a corporation member).	Remove the requirement for a second recommender. Continue the current practice of encouraging Members to nominate new members but also allow applicants to nominate themselves as Members. In the event of a self nomination, the	This change would require a change to the Bylaws.

		membership committee can connect them with a member who could be willing to recommend them.	
Maintaining SIC Membership	The Bylaws state at Art II Sec 4 that a member who fails to attend an annual meeting or to acknowledge in writing the receipt of the annual meeting notice, (popularly known as the RSVP requirement) lose their membership	Members who maintain active participation in SIC affairs by attending a conference, service on an SIC Committee or make a financial contribution to SIC will not lose membership even if they do not attend an annual meeting or RSVP for three consecutive years. Members who fail to perform at least one of the 4 activities above for three consecutive years shall become lapsed members .	The MSG recognized that the RSVP requirement is a minimal burden but believes that other demonstrated involvements in SIC should be sufficient to maintain SIC membership. The SIC office already tracks whether members attend a conference, serve on an SIC Committee or make a financial contribution to SIC.
Notification of Lapse in Membership	The current practice is to reach out to lapsed members after they have failed to RSVP for 3 annual meetings to inquire whether they would like to remain as active members. Older members are offered a transition to emeritus members.	The membership committee or staff should reach out to members who have not RSVP'd, attended a conference, served on an SIC Committee, or made a financial contribution for two years prior to the deadline to RSVP for the annual meeting, giving them a chance to avoid hitting three years.	This would not require a change to the Bylaws, but a simple change of practice by the committee.
Emeritus Members	Emeritus membership is typically awarded to SIC members when changing circumstances and passing years make it no longer possible for SIC members to	The Bylaws should be clarified to state that emeritus members are not eligible to vote at SIC meetings and cannot serve on the Nominating or	This requires a change to the Bylaws.

	<p>participate as they once did. Current SIC policy permits the membership committee to recommend emeritus status either from request of the member or by action of the committee. It is not clear under the bylaws that emeritus members cannot vote at SIC meetings.</p>	<p>Membership committees.</p>	
<p>Cap on Number of Members</p>	<p>The SIC Bylaws limit membership to 500 members.</p>	<p>The recommendation is that the Bylaws be amended to remove any cap on membership.</p>	<p>There are currently 441 SIC members. The SIC values reflected by our Beloved Community Task Force may be inconsistent with a cap on membership. The Bylaws currently define a quorum for the Annual Meeting as 20% of the SIC membership at Art IV Sec 3. At recent Zoom and at this year's hybrid meetings we had over 200 members. It is certainly possible that we could exceed 500 members within the next few years.</p>
<p>Removing Members</p>	<p>The SIC Bylaws do not provide a procedure for revoking membership.</p>	<p>The Bylaws should be amended to allow the SIC Board to terminate a member's membership, upon 2/3 vote by the Membership Committee and a 2/3 vote of the Board, after notice and opportunity to comment upon the proposed removal by the member.</p>	<p>While unlikely to be needed, it appears that a member can only be removed from membership if the Bylaws provide for such a procedure. Prudence suggests that such a provision could be needed.</p>

