



---

## Executive Memorandum

**To:** Jessica Sotelo, Executive Director, Partners for Prosperity  
**From:** Christelle Edmo, Community Development Specialist, Partners for Prosperity  
**Date:** February 12, 2006  
**Re:** Fort Hall Liaison Annual Report, April 2005 – February 2006

For the past eighteen months, Partners for Prosperity, New Beginnings for Eastern Idaho, Inc. (P4P) has been providing technical assistance to tribal community members to develop long-term solutions to poverty. This effort is supported by Tribal Resolution PLNG-05-0256 and with assistance of the Shoshone-Bannock Tribes Planning Department. By working in a group setting in the Fort Hall Prosperity Creation Subcommittee, community members have been active participants in the planning and implementation processes of five development initiatives spawned from subcommittee meetings: Snake River Basin Business Association, Native American Entrepreneur Development Series, Creative Hands of the Land Native Vendor Group, Bannock Language Preservation Project, and Community Vision. There are currently 50 community members serving as working group members whom attend monthly or bi-monthly meetings on a regular basis. P4P has also been involved in numerous community activities that build community spirit such as the Fort Hall Indian Festival, Indian Days to name a few. The goal of the community's initiatives is to foster economic, cultural and social growth for the Fort Hall community. The goal of P4P is to assist the community in strengthening existing programs and developing new initiatives that are culturally and economically meaningful and that will have a sustainable impact on the community. Over thirty-three percent (33%) of P4P's budget was committed to the Fort Hall community to provide necessary resources for the community to carry out their initiatives and activities. This report provides a summary of outcomes achieved by Christelle Edmo, P4P Fort Hall Liaison, over the past fiscal year as outlined in Attachment C of the P4P Strategic Plan.

### **Activity: Recruit and Engage Regional Stakeholders**

***Outcome: Staff will conduct an annual stakeholder analysis to evaluate relationships, partnerships, and opportunities for improvement.***

Ongoing efforts of the Fort Hall Liaison have produced strong relationships with Shoshone-Bannock Tribal stakeholders. Tribal stakeholders consist of tribal government officials, tribal government program representatives and tribal community members. The Fort Hall Liaison maintained an aggressive schedule during the fiscal year by participating on numerous tribal government committees, by participating in tribal projects and by being an active participant within the Fort Hall Community. The visibility that the Fort Hall Liaison maintained within the community helped build trust between P4P and the Tribes.

***Outcome: Produce an annual report outlining activities, contacts and participants from the Fort Hall Community.***

Through the Fort Hall Liaison, P4P was intensely involved in supporting community initiatives and activities over the past fiscal year to foster economic, cultural and social growth for current and future generations of the Fort Hall community.



---

## Economic Growth Activities

A Native American business association was formally organized by tribal member small business owners to address private entrepreneurship initiatives in the Fort Hall community. The Snake River Basin Business Association (SRBBA) was developed from a grassroots effort specifically to assist American Indian businesses and other businesses in pursuit of self-sufficiency through business success. Through the efforts of the Fort Hall Liaison, P4P played a significant role in facilitating necessary resources to community members to develop the association by facilitating monthly meetings, organizing and facilitating two (2) resource trainings and by providing ongoing technical assistance to association members. P4P also donated \$17,575 in seed money to SRBBA for start-up costs to build the organizational capacity of the association. SRBBA applied for and was awarded two (2) grants totally over \$68,000 for capacity-building, training and office personnel expenses. SRBBA set a goal of securing 15 paid memberships for the fiscal year. SRBBA has surpassed its goal with 17 dues paid members in the first four (4) months of the 2005-2006 membership year. SRBBA was busy during this fiscal year promoting and advocating for tribal member owned businesses. SRBBA members met with Fort Hall Tribal program managers, Tribal executive director and the Fort Hall Casino general manager to encourage tribal programs and casino representatives to purchase products and services from tribal member businesses. SRBBA members are confidently working on developing a mutually beneficial relationship with the Tribal Government.

An entrepreneurial training curriculum initiated by the Snake River Basin Business Association (SRBBA) was developed in response to the perceived need for entrepreneurial capacity-building in the community. With P4P's assistance, and by partnering with representatives from Tribal programs, local and national small business training organizations, tribal community members developed the Native American Entrepreneur Development Program. The program combines culture and business management concepts to provide Native American entrepreneurs with knowledge and tools to start a business on and off the reservation. The trainings are designed to provide an informal and comfortable environment for participants to engage in participatory activities with instruction and facilitation by tribal members and non-native professionals experienced in business management, economic development and marketing fundamentals. P4P donated \$4,350 to SRBBA to establish the entrepreneurial training curriculum and to implement the training courses and to provide scholarships to participants.

A group of Native vendors organized to help the Native American artisans and crafters grow their business. Vendors began meeting as a P4P working group in September 2005 to discuss ways to increase their business opportunities. The working group formalized into "Creative Hands of the Land". Membership in the group is free and open to enrolled members of the Shoshone-Bannock Tribes or members of another federally-recognized tribe. Members of the group are asked to attend meetings and participate in events sponsored by Creative Hands. There are approximately twenty (20) core members of the vendor group, including traditional and contemporary artists, crafters, bead workers, and food vendors. P4P donated \$3,000 in seed money to the group to help them get started on implementation of their goals and objectives. The group has sponsored over 10 successful craft shows since October, including a holiday craft show held at the Holiday Inn in Pocatello. The group plans



---

to increase their financial independence by enhancing their entrepreneurial capabilities with business training. With assistance from the Tribal Planning Department and P4P, the vendor group is researching the possibility of building a permanent structure for selling their products.

### Cultural Growth Activities

Tribal community members interested in revitalizing and preserving the Bannock culture by ensuring the continuation of the Bannock language, formed the Bannock Language Preservation Project. With a \$10,000 seed money donation by P4P and technical assistance provided by the Fort Hall Liaison, the group developed and started language instruction classes in October 2005. Five (5) tribal elders who are proficient in the Bannock language have been providing informal Bannock language instruction on a bi-weekly basis to approximately 15-30 tribal youth and adults. Group participants write the Bannock words as they hear them, without formal orthography teachings. The group is currently planning several field trips to aboriginal lands of Bannock ancestors and developing language learning activities for tribal youth. The group's goal is to increase the number of tribal members who speak the Bannock language through immersion and other activities.

### Social Growth Activities

P4P was involved in activities to promote positive social change for the Fort Hall community. Activities that focus on reducing intergenerational trauma, substance and alcohol abuse, oppression and other destructive behaviors experienced by Native Americans are viewed as critical priorities by tribal community members.

Several community members formed the Community Vision Working Group to develop culturally-relevant tools for the Fort Hall community to develop its own long-range vision of wellness. P4P donated \$2,500 in seed money to the group to co-sponsor a 7 Trainings presented by White Bison in August 2005. The purpose of the 7 Trainings program is to train community members to deliver 7 trainings in their communities that can begin the healing process for individuals, their families and the community. The Fort Hall Tribal Council supported the efforts of the Community Vision Working Group by granting administrative leave to any tribal employee who desired to attend the 7 Trainings session. Over thirty (30) members from the Fort Hall community and other communities participated in the trainings. The group is currently working to implement the 7 Trainings Program in the Fort Hall community.

In March 2005, P4P sponsored an intensive two day workshop presented by the Women of Color Alliance (WOCA). Several tribal member women were invited to attend the training along with other women of color. The purpose of the training was to help minority women identify internalized racial oppression (IRO) and recognize patterns of internalized racism in themselves and in others and to empower women of color.

### Tribal and Community Activities

The Fort Hall Liaison maintained an aggressive schedule during the fiscal year by participating on numerous tribal government committees, by participating in tribal program



---

projects and by being an active participant within the Fort Hall Community. Partners for Prosperity participated in numerous tribal and community events and donated over \$18,000 to sponsor or co-sponsor events throughout the year.

The P4P Fort Hall Liaison served in an advisory capacity on several tribal government committees, including the Tribal Drug Task Force, Tribal Comprehensive Planning Committee, Census Committee and the Tribal Youth Committee. The liaison was also an active participant in community activities including but not limited to Clean up Day, community dinners, Fort Hall Elementary Memorial Day Essay Contest, 2005 Sho-Ban Graduation ceremony preparation and the 3-on-3 Youth Basketball Tournament. The liaison has also facilitated monthly and bi-monthly meetings for five (5) of six (6) Fort Hall working groups.

P4P was invited to partner with the Tribes during the Shoshone-Bannock Annual Fort Hall Indian Festival. P4P donated \$10,000 to the festival activities. Some additional festival activities that P4P sponsored included the Fort Hall Youth 3-on-3 Basketball Tournament, which was organized by tribal youth leaders. The tournament was a great success with over 20 boys and girls teams participating in the event. P4P staff also hosted a meal during the Shoshonean Reunion, which was attended by over 200 tribal members from all Shoshone tribes. This honor was a rare opportunity for a non-native organization to participate in the Annual Fort Hall Indian Festival.

Organized by tribal members, four (4) community dinners were held in Fort Hall in February, May, August and December. The primary reason why community members wanted to organize the dinners was to promote positive social and cultural activities for community members in a social gathering. At the February dinner, community members from Fort Hall and non-native community members from Pocatello shared in traditional dancing and drumming. Shoshone words were assigned to food items so that community members could learn basic Shoshone language skills. Over 100 people attended the February community dinner. At the May dinner, tribal youth from Fort Hall Elementary read essays about their personal thoughts regarding Memorial Day. Tribal elders shared in flower-making activities with the youth. Over 60 people attended the May dinner. Tribal youth students from the Tribal Youth Program were involved in organizing and hosting the Holiday Dinner during December. The students shared in ornament-making activities with younger tribal children. One of the students posed as Santa for pictures with the younger children. One member from the Bannock Language Preservation Project told a Bannock story to the younger children during the dinner. Over 50 people attended the December dinner.

Other Fort Hall community events and activities that P4P sponsored or co-sponsored during the year included the Grievance Ceremony, TANF Customer Service training, TERO Small Business Seminar, Sho-Ban Senior Graduation, Sundance Ceremony, Indian Day activities, 20 poles for two new Sho-Ban tipis.

### Contacts

The Fort Liaison served as a connector for relationships, partnerships and resources between the Fort Hall community and organizations such as Idaho State University Native American Business Administration Department, Idaho State University Marketing



Department, Pocatello Convention & Visitor's Bureau, Ireland Bank, US Bank-Pocatello, Western Rural Development Center, Small Business Association – Boise District Office, Brigham Young University-Idaho Students in Free Enterprise, Small Business Development Center-Pocatello, Pocatello Valley Pride, Administration for Native Americans, Idaho Business, Economic and Rural Development Department, Women of Color Alliance, Southwest Indian Polytechnic Institute, Self-development of People, Presbyterian Church-Pocatello and the Oregon Native American Business Enterprise Network. The Fort Hall Liaison also served as the communicator between the Fort Hall community and the regional community by facilitating communications that resulted in participation by tribal members in community events such as Blackfoot Pride Days celebration, Valley Pride Celebration at the River, Snake River Junior High Multicultural Festival and the Pocatello Convention and Tourism Bureau Familiarity Trip of Eastern Idaho. These contacts have started to break down traditional cultural and communication barriers that exist between Fort Hall and its neighboring communities. Some contacts have also resulted in five (5) representatives from organizations that provide ongoing in-kind contributions to several Fort Hall initiatives.

***Outcome: Shoshone-Bannock tribal members are represented on all working groups and the RPTF.***

Tribal members serve on all working groups and the RPTF with the exception of the Math, Science and Technology Working (MST) Group. Representation on this working group is primarily professionals and teachers in the fields of math, science and technology. There has been a turnover of faculty at the Shoshone-Bannock Junior/Senior High School, which has made it difficult to secure a teacher to serve on the MST working group. It is also difficult for teachers and professionals from the Fort Hall community to attend working group meetings that are held during school and/or work hours.

***Outcome: Resolution updated as necessary and approved by Tribal Council.***

The annual resolution between P4P and the Fort Hall Business Council will be presented to council members for approval by Darrell Shay, P4P board member, on February 28, 2006.

***Outcome: Fort Hall Liaison will make an annual presentation made to Tribal Council.***

Christelle Edmo, P4P Fort Hall Liaison, will make an annual presentation of P4P activities to Fort Hall Business Council members on February 24, 2006.

***Outcome: Fort Hall Liaison will make bi-annual presentations made to Tribal Directors and Managers.***

P4P activities in Fort Hall have been presented to tribal directors and managers throughout the year by the Fort Hall Liaison at Fort Hall Comprehensive Planning meetings, Drug Task Force meetings, Fort Hall community dinners, and at Youth Task Force meetings.

***Outcome: Fort Hall Liaison will make annual presentations to the 7 Tribal Districts.***



---

The P4P Fort Hall Liaison provided annual presentations to Fort Hall community members during district meetings in December 2005 and February 2006. Presentations will be made to the remaining districts in March 2006.

***Outcome: 4 Community dinners are held in Fort Hall to share information and activities about P4P and the Fort Hall community.***

Community dinners, organized by Fort Hall community members, were held in Fort Hall to promote social and cultural activities. P4P sponsored community dinners in February, May, August and December. The Fort Hall Liaison participated in each community dinner and made presentations about P4P during the dinners. Other P4P staff members also attended the Fort Hall community dinners. Traditional Shoshone-Bannock food such as choke-cherry pudding and fry bread were among the delicacies served at community dinners. At the February dinner, community members from Fort Hall and non-native community members from Pocatello shared in traditional dancing and drumming. Shoshone words were assigned to food items so that community members could learn basic Shoshone language skills. Over 100 people attended the February community dinner. At the May dinner, tribal youth from Fort Hall Elementary read essays about their personal thoughts regarding Memorial Day. Tribal elders shared in flower-making activities with the youth. Over 60 people attended the May dinner. The August community dinner was held during the Shoshonean Reunion and was attended by over 200 community members, including tribal members from other Shoshone tribes. Tribal youth students from the Tribal Youth Program were involved in organizing and hosting the Holiday Dinner during December. The students shared in ornament-making activities with younger tribal children. One of the students posed as Santa for pictures with the younger children. One member from the Bannock Language Preservation Project told a Bannock story to the younger children during the dinner. Over 50 people attended the December dinner. The community dinners were successful in reviving gatherings among the Fort Hall community to promote positive social and cultural activities. It was also an opportunity for non-native community members to learn about the Shoshone-Bannock culture and traditions.

### **Activity: Prosperity Creation Working Group**

***Outcome: The Fort Hall Subcommittee will develop and implement at least two small business initiatives.***

Two subgroups were formed from the Fort Hall Subcommittee to address private entrepreneurship initiatives in the Fort Hall community. The Snake River Basin Business Association (SRBBA) and the Entrepreneur Training Subgroup were developed in response to identified needs of Native American small business in the Fort Hall Community. The initiatives were organized from a grassroots effort specifically to assist American Indian businesses and other businesses in pursuit of self-sufficiency through business success. With technical assistance from P4P, about twenty (20) tribal member small business owners and other members advocating for tribal member small businesses, established the Snake River Basin Business Association to address several issues that small business owners face doing business on and off the Fort Hall Indian Reservation. P4P donated \$17,575 in seed money to SRBBA for start-up costs. SRBBA applied for and was awarded two (2) grants totally over \$68,000 for capacity-building, training and office personnel. SRBBA was busy



during this fiscal year promoting and advocating for tribal member owned businesses. SRBBA members met with Fort Hall Tribal program managers, Tribal executive director and the Fort Hall Casino general manager to encourage tribal programs and casino representatives to purchase products and services from tribal member businesses. The result of these meetings included an invitation to SRBBA by the executive director to be part of the decision-making process to recommend changes to the TERO Ordinance that will increase economic opportunities for tribal member small business owners who struggle to capture business that is currently being offered to off-reservation companies. SRBBA members are planning to meet with Tribal Government officials to seek support from council members.

The Snake River Basin Business Association members took an inclusive approach to developing a Native American Entrepreneur Development program by partnering with representatives from Tribal programs, local and national small business training organizations. The program combines culture and business management concepts to provide Native American entrepreneurs with knowledge and tools to start a business on and off the reservation. The trainings are designed to provide an informal and comfortable environment for participants to engage in participatory activities with instruction and facilitation by tribal members and non-native professionals experienced in business management, economic development and marketing fundamentals. P4P donated \$4,350 to SRBBA to assist with establishing a training curriculum for two levels of entrepreneurship training. Phase 1 of the training is an overview of the entrepreneurial experience with an emphasis on providing the student with the information and opportunity to conduct a thorough assessment of whether or not they are prepared to be an entrepreneur. Phase 2 of the training is a much more in-depth entrepreneurial training experience that is conducted in weekly 3-hour sessions over a 10-13 week period. The curriculum chosen for this Phase 2 training is the NxLevel™ Microentrepreneurship Training Program that is taught to entrepreneurs and aspiring entrepreneurs across the country. NxLevel training is recognized as a national leader in entrepreneur training by most lending institutions. Extensive out-of-class work is required to successfully complete the Phase 2 training program, and a complete, functional business plan is a key outcome of this training. The first phase of classes were completed in February 2006. A total of 12 tribal members attended and completed the classes. These participants will be given the opportunity to participate in the NxLevel training and will be awarded a scholarship to assist with training costs. Completion of the NxLevel training will provide Native entrepreneurs the tools and knowledge necessary to develop a comprehensive business plan and access to funding resources. Participants will also be provided one-on-one professional advice from SRBBA as they start their business venture.

An important objective identified for the NxLevel training program was to identify and train qualified tribal members as instructors for the training. The record of very limited participation by tribal members in entrepreneurial training programs presented by non-tribal organizations contributed to the decision by SRBBA to try to identify and train tribal members as instructors. The Fort Hall Liaison coordinated with the management of the state small business development centers to arrange NxLevel “train-the-trainer” certification training for two tribal members. Plans are in place to train and certify additional tribal members to assist in delivering entrepreneurial training in the community. The two currently certified tribal instructors are business owners who bring a great deal of knowledge gained through practical experience to their training.



The goal of offering business management training is to help Native American entrepreneurs achieve sustainable business success and to foster leadership from within the Fort Hall community. The trainings are expected to become viable economic engines for the Fort Hall community by offering ongoing culturally sensitive curriculum that will increase entrepreneurship opportunities for individual tribal members and will increase assets and reinforce economic sustainability for members of the Fort Hall Indian Reservation.

***Outcome: Working Group members will identify and document the use of at least 2 tools to use in relation to small business needs of Fort Hall.***

With the assistance of the Fort Hall Liaison, the Snake River Basin Business Association members invited representatives from the Oregon Native American Business Enterprise Network (ONABEN) to provide technical assistance to SRBBA members on forming a Native American Business Association/Chamber of Commerce, including developing bylaws and articles of incorporation. ONABEN offers training and support focused on developing entrepreneurship in Indian communities. The full day conference was attended by 19 individuals from SRBBA, community-at-large and the P4P Fort Hall Liaison.

An additional tool used by SRBBA to increase the organizational capacity of the organization was the Southwest Indian Polytechnic Institute (SIPI). SIPI's Department of Business Technologies and the U.S. Small Business Administration (SBA), Office of Native American Affairs has implemented training to support a multi-partner national initiative to increase entrepreneurship opportunities in Indian Country. SIPI was invited to the Fort Hall Indian Reservation by SRBBA to present a three day training session on establishing and managing a business. The purpose of the training was to offer tribal members with resources necessary to consider opportunities for starting a small business. An additional resource provided by SIPI was a train-the-trainer program so that SRBBA could offer and instruct the SIPI small business training. The tools used by SRBBA to address small business needs in the Fort Hall community will build assets for Native entrepreneurs and create job growth on the Fort Hall Indian Reservation.

***Outcome: Fort Hall business Association will be established with bylaws and articles of incorporation.***

The Snake River Basin Business Association formally organized in May 2005 under bylaws that govern the association and articles of incorporation. An interim SRBBA board of directors was appointed to organize the association. Formal board elections took place in November 2005. SRBBA's board of directors consists of a president, vice-president, secretary and treasurer. Dues were established as a membership requirement to SRBBA. Partners for Prosperity offered to have SRBBA's bylaws and articles of incorporation legally reviewed by an attorney. Bylaw amendments recommended by the attorney are pending review by SRBBA membership. SRBBA is currently seeking incorporation under the Shoshone-Bannock Tribes.

### **Activity: Develop a Leveraging and Funding Plan**

***Outcome: Produce a leveraging plan with the Fort Hall Prosperity Creation Subcommittee.***



The Snake River Basin Business Association, which was created as a subgroup of the Fort Hall Prosperity Creation Subcommittee, has secured funding for the association and for the Entrepreneur Development series through donations, in-kind contributions and funding awards. Funding awards were made by Partners for Prosperity totaling \$17,575, the Self-development of People totaling \$18,256 and from the U.S. Department of Health and Human Services Administration for Children and Families totaling \$49,934.00. Association members have developed a leveraging plan, which identified three (3) potential funding resources to pursue over the next fiscal year including the Administration for Native Americans Social and Economic Development grant, First Nations Institute and the Ford Foundation. Secured funding is necessary for continued development of these initiatives.

### **Activity: Establish Leadership Training**

***Outcome: At least one Leadership training will be completed and documented.***

P4P offered activities to develop leadership skills and increase the capacity of individual tribal members. The purpose of capacity-building activities is to empower individual members who have been traditionally excluded from the decision-making process in their community.

P4P sponsored two tribal members from the Snake River Basin Business Association to attend a two day NxLevel™ Entrepreneur Training Instructor course in June 2005. The two tribal members became certified NxLevel instructors and will be teaching the 10-13 week entrepreneur training to Native entrepreneurs beginning in March 2006.

Partners for Prosperity sponsored thirteen (13) Fort Hall community members to visit Minneapolis/St. Paul in November 2005 to meet with Northwest Area Foundation representatives, as well as with community leaders and organizers who helped to build and strengthen entrepreneurship in the Native American community. The 13 members were selected from the P4P working groups and comprised of tribal elders, youth and adults. The group visited the Indian Land Tenure Foundation, the Mercado Central, and the Native American marketplace, and included presentations by a group of Native American leaders in various aspects of economic and business development. A follow-up dinner was held in January 2006 for the participants to share their trip experience with other Fort Hall community members. The dinner was attended by 30 community members. A primary objective of the dinner was to share what was learned on the Minnesota trip. The Minneapolis trip created synergy for participants who developed a list of actions to consider implementing in Fort Hall based on what was learned on the trip.

### **Activity: Outreach plan is developed for the Native American community**



---

# BYLAWS OF SNAKE RIVER BASIN BUSINESS ASSOCIATION

## **ARTICLE I NAME/PURPOSE**

**Section 1:** The name of the organization shall be "The Snake River Basin Business Association."

**Section 2:** The Snake River Basin Business Association is organized exclusively for charitable and educational purposes, more specifically to assist American Indian and other businesses on the Fort Hall Indian Reservation in pursuit of self-sufficiency through business success, to meet the needs and demands of the business community and personal needs. Support community and economic development and to keep tribal revenues within the exterior boundaries of the reservation and maintain thriving business enterprises on the reservation.

## **ARTICLE II- MEMBERSHIP**

**Section 1:** Membership shall consist only of the members that meet the criteria set below.

### **Section 2: Eligibility**

- A.** Business Membership- Any American Indian controlled business owned by an enrolled member of a federally recognized tribe, being a proprietorship, corporation, partnership or association, having an interest in the purpose of the organization shall be eligible for membership.
- B.** Individual Membership- Any American Indian individual, enrolled in a federally recognized tribe, having an interest in the purpose of the organization shall be eligible to apply for membership.

Business Membership or Individual Memberships described in A. and B., above, are hereafter referred to as "memberships" and the holder of privileges thereof are "Business members" or "Individual Members".

- C.** Associate Member- Individuals or business organizations having an interest in and willing to support the purpose of the Association, may apply for an associate membership. This membership category has no voting privileges.
- D.** Honorary Member-Individuals or organizations interested in supporting the purpose of the organization, who is sponsored by a Business Member or Individual member and accepted as a member by the Association. This membership category has no voting privileges.

### **Section 3: Membership Dues**



1. Business Membership dues shall be \$20.00 annually.
2. Individual Membership dues shall be \$10.00 annually.
3. Associate Membership dues shall be \$25.00 to \$100.00 annually depending on the number of employees employed at the business.
4. Honorary Membership dues shall be \$25.00 to \$100.00 annually depending on the number of employees employed at the business or organization.

### **ARTICLE III: ANNUAL MEETING**

#### **Section 1: Annual Meeting**

The date of the regular annual meeting shall be set by the Board of Directors in November of each year on the second Saturday. Time will be set as the date of the meeting gets closer.

#### **Section 2: Meetings**

Regular meetings of the Board of Directors shall be held on the second Tuesday of each month at a time and place determined by the Board of Directors. In certain circumstances the President is authorized to ask for a vote on critical issues via electronic communication. In such cases the votes shall be received and counted by the Secretary of the Board.

#### **Section 3: Special Meetings**

The President or Executive Committee shall call special meetings.

#### **Section 4: Notice**

Notice of each meeting shall be given to each voting member not less than five days before the meeting.

### **ARTICLE IV- BOARD OF DIRECTORS**

#### **Section 1: Board Role, Size, and Compensation**

The Board is responsible for overall policy and direction of the Association, and responsible for the day-to-day operations to the Association. The Board shall have four (4) members. The Board receives no compensation other than reasonable expenses.

#### **Section 2: Board Elections**



---

Elections of new Board Members or election of current Board Members to a second term will occur as the first item of business at the annual meeting of the corporation. Board Members will be elected by a majority vote of the current

Business/individual membership. Terms shall be staggered so that not all Board Members are replaced at the same time.

### **Section 3: Terms**

All Board Members shall serve two (2) year terms, but are eligible for re-election. This first election the President and Secretary positions shall be elected In November of 2005, and every two years thereafter. The Vice President and Treasurer shall be up for election in November 2006 and every two years thereafter. Staggered terms shall then be applied.

### **Section 4: Quorum**

A quorum must be attended by at least (3) three of the Board Members before business can be transacted or motions made or passed.

### **Section 5: Officers and Duties**

There shall be (4) four officers of the Board consisting of a Chair, Vice Chair, Secretary and Treasurer. Their duties are as follows:

The Chair shall convene regular scheduled Board meetings, shall preside or arrange for other members of the executive committee to preside at each meeting in the following order: Vice-Chair, Secretary, and Treasurer.

The Vice-Chair will chair committee meetings on special subjects as designated by the Board. The Vice-Chair will also act as the Chair during meetings when the Chair is absent.

The Secretary shall be responsible for keeping records of Board actions, including overseeing the taking of minutes at all Board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each Board member, and assuring that corporate records are maintained.

The Treasurer shall make a report at each Board meeting. Treasurer shall chair the finance committee, assist in the preparation of the budget, help develop fund raising plans, and make financial information available to Board members and the public.

### **Section 6: Vacancies**

When a vacancy on the Board exists, the Secretary may receive nominations for new members from present Board members two weeks in advance of a Board meeting.



---

These nominations shall be sent out to Board members with the regular meeting announcement, to be voted upon at the next Board meeting.

These vacancies will be filled only to the end of the particular Board members term.

### **Section 7: Resignation, Termination and Absences**

Resignations from the Board must be in writing and received by the Secretary. A Board member shall be dropped for excess absences from the Board of s/he has three unexcused absences from Board meeting in a year. A Board member may be removed for other reasons by a quorum/majority vote of the remaining Board Members.

### **Section 8: Special Meetings**

Special Meetings of the Board shall be called upon request of the Chair or one-third of the Board. The Secretary shall give notice of special meetings to each Board member five (5) days in advance.

### **Section 9: Voting**

Each Business/Individual member shall be entitled to one vote only, regardless of the number of persons from that business is attending a meeting, and no member can acquire any interest which will entitle him or it to any greater voice, vote, authority or interest in the Association than any other member. Voting by Proxy shall not be permitted.

## **ARTICLE V- COMMITTEES**

### **Section 1: Committees**

The Board may create committees as needed, such as fundraising, housing, etc. The Board Chair appoints all committee chairs.

### **Section 2: Executive Committee**

The four officers of the Board of Directors serve as the members of the Executive Committee. Except for the power to amend the Articles of Incorporation and Bylaws, the Executive Committee shall have all the powers and authority of the Board of Directors in the intervals between meetings of the Board of Directors.

### **Section 3: Finance Committee**

The Treasure is chair of the Finance Committee, which includes three other Association Business or Individual Members. The Finance Committee is responsible for developing and reviewing fiscal procedures, a fundraising plan, and annual



budget with staff and other Business/Individual members. The Board must approve the budget, and all expenditures must be within the budget. The Board must approve any major changes in the budget. The fiscal year shall be the calendar year. Annual reports are required to be submitted to the Board showing income, expenditures and pending income. The financial records of the organization are public information and shall be made available to membership, Board members and the public.

## **ARTICLE VI- EXPULSION/REINSTATEMENT OF MEMBER**

### **Section 1: Termination and Expulsion**

Upon termination of any membership by expulsion or otherwise, the former member shall have no interest in any of the property of the Association and shall not be entitled to return of any portion of any unpaid dues or fees.

### **Section 2: Non-payment of Dues**

Non-payment of any payment required to be made by these By-Laws, more than twelve (12) calendar months after the same becomes due, shall automatically terminate the defaulting membership.

### **Section 3: Reinstatement**

Any member terminated upon membership pursuant to Article VI Section 2 of these By-Laws, shall only be reinstated upon payment of all delinquent dues that are due and owing.

## **ARTICLE VII- AMENDMENTS**

### **Section 1: Amendments**

These By-Laws may be amended when necessary by a majority of the Board of Directors. Proposed amendments must be submitted to the Secretary to be sent out with regular Board meeting announcements.

These By-Laws were approved at a meeting of the Board of Directors of the Snake River Basin Business Association on April 28th, 2005.

\_\_\_\_\_  
Richard D. Thompson, President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Marcia Robles, Vice President

\_\_\_\_\_  
Date



---

Frances Roy, Secretary

---

Date

---

Delila George, Treasurer

---

Date



# Shoshonean Reunion

