

Since 2005, the Emerging Leaders Network (ELN) has helped build the capacity and reinforce the passion of EPA's professionals to protect human health and the environment by offering professional development and networking opportunities. ELN has over 1000 members at HQ and in the Regions. Any EPA employee is welcome to join ELN!

To get involved, please contact us at [EELN@epa.gov](mailto:EELN@epa.gov) or visit our SharePoint site [https://usepa.sharepoint.com/sites/OA\\_Community/ELN/SitePages/Home.aspx](https://usepa.sharepoint.com/sites/OA_Community/ELN/SitePages/Home.aspx)

## **U.S. EPA EMERGING LEADERS NETWORK CONSTITUTION & BYLAWS**

### **CONSTITUTION**

#### **Article I**

##### Name

The organization shall be known as "The Environmental Protection Agency Emerging Leaders Network," hereinafter referred to as "EPA ELN."

#### **Article II**

##### Purpose

EPA ELN will serve as a recognized, non-labor employee group to provide networking and professional development opportunities in an informal, yet structured, environment for the emerging generation of EPA leadership.

#### **Article III**

##### Objectives

The objectives of EPA ELN shall be:

1. To provide an organizational structure for EPA employees either new to their careers or new to the agency to meet and discuss matters of shared interest.
2. To promote the development and advancement of emerging EPA leaders and provide a voice and presence within EPA for such leaders.
3. To foster professional development by providing a forum for members to learn about the different parts of the Agency and what they do, how they relate and collaborate, as well as methods/opportunities for mobility among the various parts of EPA.
4. To convene meetings, workshops and social events to provide the means for EPA professionals to share ideas, network, and develop innovative ways to address important environmental and human health issues, in a collegial and collaborative atmosphere.
5. To explore and gain from the experiences of more senior colleagues who have successfully implemented strategies/programs that are leading to tangible environmental results.
6. To help tomorrow's leaders build ideas, understanding, and relationships that will enable them to achieve the Agency's mission to protect human health and the environment.

#### **Article IV**

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### Organizational Policies

1. EPA ELN shall be a non-profit, non-partisan, and non-commercial organization funded primarily by individual donors or ELN fundraising activities.
2. EPA ELN shall not unlawfully discriminate against any person.
3. EPA ELN shall be organized to conduct activities of interest common to its members.
4. EPA ELN will not assist or participate a strike, work stoppage, or slow down against the Government of the United States.
5. EPA ELN will not advocate the overthrow of the constitutional form of government in the United States.

### **Article V** Membership

Membership in EPA ELN shall be open to all EPA employees who support the purpose and objectives of EPA ELN and who wish to make positive contributions to the achievement of such purpose and objectives. Any employee who identifies as a member of EPA ELN by signing a roster at an EPA ELN meeting or by notifying the Core Crew or Communications Lead shall be considered a member. There is no fee associated with membership.

### **Article VI** Crew Leads

1. The Crew Leads of EPA ELN must be current EPA employees and shall be leads for Core, Professional Development, Orientation, Communications, Community Service, and Social Activities.
2. Any Lead may resign at any time by giving notice to a Core Crew member of EPA ELN.
3. Crew Leads shall not use their position for private gain.
4. A Crew Lead may be removed by special election with majority vote.

### **Article VII** Election of Crew Leads

Crew Leads shall be elected annually by a vote of a simple majority of votes and serve for one year. Elections may be conducted using electronic mail. Elections of Crew Leads will require an advance notice of two weeks before the voting deadline. The elected Crew Leads serve from October 1 through September 30. In the event of a vacancy, a new Crew Lead shall be selected by the consensus of the remaining leads to serve the rest of the vacating lead's term.

There is no limit to the number of terms that a Crew Lead may serve.

### **Article VIII** Amendments

Amendments to the constitution and/or bylaws shall be approved upon a two-thirds vote of all voting members and shall require advance notice of two weeks before the voting deadline.

### **Article IX** Dissolution

1. EPA ELN shall be dissolved upon a two-thirds vote of all voting members and shall require advance notice of two weeks before the voting deadline.

2. In the event of EPA ELN's dissolution, any funds remaining after the satisfaction of all outstanding liabilities shall be returned to the donating individual(s), where applicable, and/or donated to a non-profit organization other than ELN as determined by a two-thirds vote of all voting members