

NCDP Plan of Organization Review Committee's Report to the NCDP Summer SEC Meeting of June 27, 2026

The original Plan of Organization was adopted in January 1970 and, with many amendments over time, it has governed the operations of the North Carolina Democratic Party for the last 56 years. In February 2025, the Plan of Organization Review Committee was given the monumental task of reorganizing, restructuring, and modernizing the Plan of Organization to better support our many volunteers and leaders. The Committee's mission included making the document shorter, more user-friendly and easily understood, and more effectively organized, as well as addressing inconsistencies in the Plan and places where common practice and procedure have been in tension with the text of the Plan over time.

The Committee began its work with a careful review of the current Plan and extensive research regarding other state party plans. We received written feedback from stakeholders throughout the NCDP and local party organizations, and engaged in many hours of discussion and drafting. Finally, over the last two months, the Committee has hosted feedback sessions and finalized its proposals for this meeting. The Committee now brings the first finished products of its work to the State Executive for review and approval.

Phase 1: Plain Language Revisions to Form Charter and Bylaws

The first phase of the Committee's work involved taking the current Plan of Organization, and without changing the substance of the Plan at all, breaking it into a Charter and Bylaws and simplifying the language and organization. On May 17, the committee approved the draft Charter and Bylaws. While these documents look very different from the current Plan, nothing about the Party's actual structure or operations will change when they are approved. But while maintaining all of the current elements of the Plan, the combined Charter and Bylaws are 40% shorter by word count, and reflect a readability level of 11th-12th grade (the Current Plan is graded at graduate degree reading level).

Phase 2: Party Process Amendments

The second phase of the Committee's work, which will continue in the coming months, is to make substantive changes to the Charter and Bylaws to address ongoing concerns and opportunities for improvement within the Party's structure and operations. Many of these amendments are simple fixes to inconsistencies within the current Plan. Some are minor but important changes to improve Party practice. And some (which are not being addressed today but will be discussed and refined in preparation for the February 2027 meeting) would represent very significant changes.

This report is broken into four items, as follows:

- I. Proposed Charter and Bylaws
- II. Proposed technical amendments
- III. Proposed minor substantive amendments

IV. Overview of the Committee's next steps for February 2027

Action Item 1 – Charter and Bylaws

As described above, the Committee has voted to approve a new Charter and Bylaws to replace the current Plan of Organization. These documents **do not change** the substantive structure or operations of the Party without further amendment. They are simply a modernized, better organized, and more usable version of the same content. They are, however, the foundation for all further action in this report and must be passed before any other actions can proceed. The Committee offers its thanks to all who have contributed to the Plan over the last 56 years, and is proud to offer these documents to the SEC for approval. The Charter and Bylaws are attached as Exhibit A.

Suggested Motion: I move to adopt the proposed Charter and Bylaws as a full replacement of the text of the current Plan of Organization. (2/3 vote required)

Action Item 2 – Technical Amendments

During its work, the Committee identified a number of places where the Plan had differing rules or standards for similar actions at various levels of the Party, often without a clear reason for the differences. In such places, the Committee has made every effort to bring consistency to procedures across the entire organization. The technical amendments, with explanations, are attached as Exhibit B.

Suggested Motion (after opportunities to pull specific amendments per the Rules of the Day): I move to adopt the technical amendments, except those pulled for debate, to the new Charter and Bylaws. (2/3 vote required)

Action Item 3 – Adoption of Non-Controversial Substantive Amendments

The Committee received many proposals for amendments to the new Charter and Bylaws. Because of the amount of work involved in the overall rewrite, and because of time constraints at this June SEC meeting, the Committee has elected to prioritize certain non-controversial but important substantive amendments to the Party's structure and operations. These amendments, with explanations, are attached as Exhibit C.

Suggested Motion (after opportunities to pull specific amendments per the Rules of the Day): I move to adopt the amendments in Exhibit C, except any pulled for debate, to the new Charter and Bylaws. (2/3 vote required)

Non-Action Item 4 – Summary of Additional Proposed Amendments and Considerations of the Committee and Possible Future Actions

The Committee recognizes that its work is not complete. There have been many thoughtful proposals made that deserve, and will receive, careful review, debate, and possible revisions ahead of any recommendations for the February 2027 SEC meeting. Some of these amendments would make significant changes to the operations of the Party—including the Council of Review, the resolutions process, Affiliated Organizations, and more—and they require additional vetting and feedback from stakeholders in the coming months. The Committee respectfully requests that SEC members review these items, attached in their present form as Exhibit D, and offer feedback, counterproposals, and comments for/against as we proceed following this meeting.

Report respectfully submitted the 13th of June, 2026.

A handwritten signature in black ink, appearing to read 'SR' with a stylized flourish extending to the right.

Steve Rawson
Chair, Plan of Organization Review Committee
(soon to be Charter and Bylaws Committee)

EXHIBIT A – CHARTER AND BYLAWS

Charter: [Full Text Available Here](#)

Bylaws: [Full Text Available Here](#)

EXHIBIT B – TECHNICAL AMENDMENTS

PORC Committee Name Change

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Throughout Charter and Bylaws as necessary

Change all references to the “Plan of Organization Review Committee” to the “Charter and Bylaws Committee”

Explanation: Self-Explanatory

Clarity on proxies for committees

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Bylaws Article IX under “Proxy Voting”

Replace: “For meetings of any Executive Committee and the State Executive Council, a member may designate an active Democrat, from the jurisdiction or organization that elected the member to that body, to serve as their proxy for a particular meeting of that body. The member must notify the chair or secretary of that body in writing prior to the call to order of the meeting. No person may serve as proxy for more than one member at any meeting and no member or proxy may be entitled to more than one vote.”

With: “For meetings of any other body, committee, or subcommittee, a member may designate an active Democrat, from the jurisdiction or organization that elected or appointed the member to that body, to serve as their proxy for a particular meeting of that body. The member must notify the chair or secretary of that body in writing prior to the call to order of the meeting. No person may serve as proxy for more than one member at any meeting and no member or proxy may be entitled to more than one vote.”

Explanation: Proxies are expressly prohibited for certain meetings and allowed for Executive Committees and the Executive Council, but other committees and subcommittees are left unaddressed. This amendment allowed proxies for any meeting except where expressly prohibited elsewhere in the Bylaws.

Voice votes allowed at all meetings

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Bylaws Article IX under “Voting Methods”

Delete: “For all County Executive Committee meetings and conventions at any level...”

Replace with: “For all meetings and conventions at any level...”

Explanation: Voice votes are efficient and useful for conducting otherwise non-controversial business, but are not authorized for many party bodies. This change applies the voice vote rule to all committees and subcommittees.

Location of Precinct Meetings

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: “Precinct Meetings” in Bylaws

Delete: “Annual precinct meetings will be held at the polling place of the precinct, unless an alternate meeting location is approved by the County Chair and publicly announced at least seven (7) calendar days before the meeting. If an alternate location is used, the precinct chair or organizer must post notice of the alternate location at the regular polling place. If such posting is not permitted, the Precinct Chair or organizer will notify the County Party Chair so a remedy can be found in a timely manner.”

Add to next paragraph: “Precinct meetings must be held in a public facility that is accessible and open to all registered Democrats residing in the precinct. If no public facility is available in the precinct, with the County Chair’s approval, the precinct meeting may be held in a non-public facility that is accessible and open to all registered Democrats residing in the precinct. The location of the meeting must be publicly announced at least seven (7) calendar days before the meeting.”

Explanation: As a matter of general practice, precinct meetings are often not held at the precinct voting site. This change simply captures common practice by allowing meetings wherever designated as long as it is accessible to all potential attendees.

Whole County Judicial/Senate/House Executive Committees Weighted Vote Correction

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Bylaws Article VIII, under “Special Rules for Whole and Split Single-County Districts”

Amend as follows: For districts composed of only the entirety of one County, each member in attendance may cast one (1) vote their weighted vote as described in “Voting in County Organizations.”

Explanation: The current Plan, for whole county district executive committees, gives each member of the CEC one unweighted vote. This is inconsistent with the rest of the voting provisions in the Plan, and needs to be brought into alignment.

Clarify Precinct Officer Eligibility for Individuals Residing Together

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Charter, Article I, Section 1, under “Officers”

Amend as follows: “No Precinct Officers may be ~~from the same immediate family residing in residents at~~ the same ~~household address.~~”

Explanation: The previous text uses the phrases “immediate family” and “household” which may not be easily applied to all situations, including unmarried partners residing together.

Clarify That Precinct Meetings May Be Held Remotely

**given favorable recommendation by vote of Plan of Org Review Committee, 5/17/26*

Section: Bylaws, Article I, Section 1, under “Quorum”

Delete: ~~With approval of the County Chair, up to two participants may attend the precinct meeting by telephone or other remote means and be counted for quorum. The remote method must allow for identification of the participants as those who were authorized to attend the meeting remotely.~~

Section: Bylaws, Article I, Section 1, under “Precinct Meetings”

Add: In-person precinct meetings must be held in a public facility that is accessible and open to all registered Democrats residing in the precinct.

Explanation: This provision is inconsistent with the general permission (found in the Charter) that remote and hybrid meetings are permitted for all meeting types.

Correction of Regional Vice Chairs only being elected by Precinct Chairs/VCs at a County Convention.

**given favorable recommendation by vote of Plan of Org Review Committee, 6/10/26*

Section: Charter, under “Officers of the County Executive Committee” subsection “Regional Vice Chairs”

Delete: ~~“Regional vice chairs will be elected by the chairs and vice chairs of the precincts in the relevant region.”~~

Replace with: “Regional Vice Chairs will be elected by the county convention delegates from precincts in the relevant region. Vacancies in Regional Vice Chair positions will be filled by the

County Executive Committee as described in Article II, Section 2(B), except that only CEC members representing precincts in the relevant region may vote.”

Explanation: The current Plan departs from the election format for all other county vice chairs by having only precinct chairs and vice chairs vote on regional vice chairs, instead of the entire delegation from the relevant precincts.

Amend meeting notice requirements timing language for e-mail notices

**given favorable recommendation by vote of Plan of Org Review Committee, 6/10/26*

Section: Bylaws, Article X

Add: The first day of notice shall be considered the date indicated by the timestamp on the sent e-mail, or the postmark imprinted by the United States Postal Service or a postage meter approved in accordance with a permit issued by the United States Postal Service.

Explanation : The current language specifies the timing of mail notice but not e-mail notice. This corrects that omission.

EXHIBIT C – NON-CONTROVERSIAL SUBSTANTIVE AMENDMENTS

Charter and Bylaws Committee Allowed to Make Non-Substantive Changes

**given favorable recommendation by vote of Plan of Org Review Committee, 6/10/26*

Section: Bylaws Article IV, Section IV under “Charter and Bylaws Committee”

Add: “The Committee is authorized to make non-substantive changes, such as typos, formatting, or document organization, to the Charter and Bylaws between State Executive Committee meetings. Any such changes must be reported at the next State Executive Committee meeting.”

Explanation: The Committee occasionally finds typos, formatting or numbering errors, etc. in the party’s governing documents. There also may be reasons to move provisions from one place to another for organizational purposes, without changing their substance. These minor technical fixes should not have to wait for an SEC meeting.

When Newly Elected Officers Take Office

**given favorable recommendation by vote of Plan of Org Review Committee, 6/10/26*

Section: “Term” under Article II of the Charter

Delete: “Newly elected members take office immediately upon their election.”

Replace with: “New elected members take office immediately upon their election. The newly elected members may defer to the previous officeholder to continue presiding over the meeting or convention at which the election took place.”

Explanation: The current officers are generally the ones who have planned a convention and developed the agenda. As a general matter, it makes sense that they should conclude the meeting before turning over their positions.

Remove Resolutions from Congressional District Executive Committee Duties

**given favorable recommendation by (6-2) vote of Plan of Org Review Committee, 6/10/26*

Section: Bylaws Article VIII

Delete: [entire section labeled “District Resolution Process”]

Amend “County Resolution Process” as follows: “Resolutions adopted at the County Convention that address state and national issues will be forwarded to the Chair of the State Resolutions and Platform Committee by the County Secretary within ten (10) days.”

And

“Purely local resolutions will not be submitted to the State Resolutions and Platform Committee.”

Explanation: Precincts and counties are the sources of resolutions and platform submissions. District consideration is generally duplicative. Also, moving them straight to the State Resolutions and Platform Committee allows for additional time for that Committee to review and prepare resolutions for State Executive Committee consideration.

Emergency Meeting Powers for CECs and other executive committees

**given favorable recommendation by vote of Plan of Org Review Committee (2 dissenting votes), 6/10/26*

Section: Bylaws, Article X, under “Committee Meetings” and “Meeting Notice Requirements”

Insert: Committees at any level are authorized to call emergency meetings upon 48 hours’ written notice in order to consider vacancies that, by law, must be filled within a certain number of days.

Explanation: Some state statutes require filling vacancies within seven days. The general five-day notice requirement could cause the relevant committee to miss the deadline.

EXHIBIT D – ADDITIONAL PROPOSALS TO BE REVIEWED FOR POSSIBLE CONSIDERATION FOR FEBRUARY 2027

Note: These proposals have not been reviewed or approved by the Committee. They are not being presented for debate or approval. They are presented as informational items for members to reflect upon and offer feedback. Please do not attempt to debate these at this June 2026 SEC Meeting.

SEC Member Duties

Section: Bylaws, Article IV, Section 1

Add:

Other Duties of SEC Members

In addition to consistent attendance, members of the State Executive Committee are expected to be active in their county party's organizational events and efforts, such as canvassing, phonebanking, committee membership, and/or donating and fundraising. Members are also expected to review SEC meeting materials in advance of meetings.

Explanation: There was a fair amount of feedback given that SEC membership should carry with it more expectations than simply attending two meetings a year. This amendment sets such expectations.

Lift ban on sitting judges being on CECs

Section: Charter Article II, Section 1 under "Membership"

Remove the phrase "except for judges" from the line "Any elected official who is a registered Democrat and lives in the county, except for judges"

Explanation: This restriction is a relic of an old statute that no longer exists.

Platform and Resolutions Committee Authorized to Approve Multiple Resolutions in One Motion

Section: Bylaws Article IV, Section 4 under "Platform and Resolutions Committee - Resolutions Consideration"

Add: The Committee is authorized to vote on multiple proposed resolutions in a single motion, so long as the motion clearly identifies the proposals being voted upon.

Explanation: The Committee often considers hundreds of proposals in advance of a convention. This amendment clarifies that the Committee may, where appropriate, vote on packages of non-controversial resolutions as a group to improve efficiency and allow additional time for substantive debate on more contentious proposals.

Council of Review Authorized to Remove Precinct Officers on the Same Grounds as Other Party Officers

Section: Bylaws Article VI, Section I, under “Removal of Party Officers”

Amend: The Council may remove elected and appointed Party officers (other than precinct officers) that [...]

Explanation: The current Plan does not permit the Council of Review to remove precinct officers, even if they violate the rules that all other party officers are held to. This amendment simply brings precinct officers within the Council’s jurisdiction for consistency with the rest of the Party.

CEC to Approve Plan for Delegation of Spending Authority to County Chair

Section: Bylaws Article II, Section I

Add:

County Executive Committee Spending Authority

Each County Executive Committee may delegate spending authority, as it deems appropriate, to the County Chair and Officers. It is recommended that each CEC determine three threshold amounts: what the Chair may spend in their discretion, what may be spent with majority approval of the County Officers, and what must be brought to the CEC for approval.

Explanation: Financial stewardship is on the key duties of county organizations and their officers. This amendment would help provide clarity on spending authority while maintaining flexibility for each county party based on its own financial situation.

Clarification of Treasurer Duties

Section: Bylaws Article II, Section 1 (Duties of Elected Officers - Chair)

Add to #4: Appoint a Treasurer in consultation with the elected officers, and add the appointed Treasurer to the committee bank account along with the Chair and other officers as deemed appropriate;

Section: Bylaws Article II, Section 1 (Duties of Elected Officers - Treasurer)

Amend as follows:

The duties of the Treasurer include:

1. Maintain the County Executive Committee treasury at an insured commercial bank;
2. Maintain all records of contributions received and disbursements made, as required by law or by the County Executive Committee;
3. Maintain all data related to the position for the current year plus two years in arrears. This data may be maintained in paper or electronic form, though must be accessible by the Chair upon request;
4. Prepare and file any reports required by law or by the County Executive Committee, and provide the Chair with a copy of all disclosure reports and correspondence from the State Board of Elections when they are processed. Disclosure reports will be saved in PDF format and kept on file.
5. Coordinate the County Executive Committee's efforts to reach its sustaining fund goal for the State Party;
6. As part of any treasurer transition, the current treasurer will turn over all paper and computer records to the Chair and the new Treasurer (if appointed prior to the transition). These must include, though are not limited to, all accounting/bookkeeping files, copies of bank statements, paper and electronic receipts supporting disclosure reports, and copies of the disclosure reports. The records must transition before the treasurer leaves the post and within 10 days of the treasurer's notice.

Explanation: Financial records are the most important aspect of the treasurer's duties, and these amendments are intended to clarify the specific records that must be maintained and for how long; the need for the Chair to receive any reports filed; and the substance and timing of document transfer upon changes in the treasurer position.

CEC Authority to Remove Precinct Officers

Section Affected: "Removals" under Article I of the Bylaws:

Delete: "Precinct Committee Members and Officers may be removed in accordance with Section 9.00."

Replace with: "Precinct Committee Members and Officers who do not perform their duties may, after written notice and an opportunity to be heard at a County Executive Committee meeting, be removed by three-quarters (¾) vote of the County Executive Committee. Such removal is appealable to the [State Executive Council / Council of Review] within five (5) days."

Explanation: The current Plan text does not allow for removal of precinct officers at all. This change clarifies the process and provides a very high threshold and an appeal opportunity to avoid abuse of this provision.

CEC Authority to Remove County Officers

Section Affected: “Removals” under Article I of the Bylaws:

Delete: “Officers and members of the County Executive Committee may be removed as described in [former Section 9.00 of the Plan of Organization] of the Charter and Bylaws.”

Replace with: “County Officers who do not perform their duties may, after written notice and an opportunity to be heard at a County Executive Committee meeting, be removed by three-quarters (¾) vote of the County Executive Committee. Such removal is appealable to the [State Executive Council / Council of Review] within five (5) days.”

Explanation: The current Plan text requires Council of Review action to remove county officers. This change provides an additional, alternative local process, with a very high threshold and an appeal opportunity to avoid abuse of this provision.

Higher Threshold for Passing Resolutions

Section: Bylaws Article VIII immediately under the title

Add: “Because resolutions and platforms should represent a broad consensus among Party membership, resolutions and platforms at the County and State level may only be adopted by a three-fourths (¾) vote of eligible members present and voting. This higher threshold does not apply to votes of any platform and resolutions committee.”

Explanation: Party resolutions and platform elements are intended to capture the Party’s core positions and principals. A 51/49 issue should not be adopted as a resolution or platform element. This provision will ensure that the Democratic Party’s resolutions and platform represent a substantial supermajority of the Party.

Endorsements in Contested Democratic Primaries

Section: Bylaws, Article X, New Section titled “Endorsements in Contested Democratic Primaries”

Add:

As a general principle, officers and organizations within the Democratic Party may not endorse or otherwise publicly support candidates in contested Democratic primary elections.

Officer Neutrality

Officers of the Democratic Party at the County, District, or State level may not endorse or otherwise publicly support specific candidates in a contested primary. This includes sponsoring or participating in fundraising events on behalf of Democratic candidates during the contested primary, as well as participating in any advertisement or solicitation for such candidates. The sole exception to this rule is when the officer's party organization (e.g. the County Executive Committee) has endorsed in the primary under the conditions below.

Officers of the Democratic Party at the County, District, or State level may not serve in a leadership, advisory, or public-facing role for any political action committee, 501(c)(4), or similar organization that endorses or opposes Democratic candidates in contested primaries.

Party Organization Neutrality

All Democratic Party organizations at any level may not endorse or otherwise support specific candidates in a contested Democratic primary, except when the organization has voted to endorse or support a specific candidate in a properly called and noticed meeting, with quorum, with a minimum of 75% of the members present voting in favor. No endorsement vote is permitted at any meeting unless the agenda item of endorsement consideration was publicly announced with the meeting notice.

This provision does not apply to Affiliated Organizations or elected officials (Governor, members of the General Assembly, county commissioners, etc.).

General Volunteering Still Permitted

Individuals affected by the provisions above may still engage in general volunteering (canvassing, phonebanking, or personally donating), in their individual capacity, for candidates in a contested primary so long as there is no indication, communication, or other use of their Party position during the volunteering.

Require County Chair to Propose a Budget for CEC Approval

Section: Bylaws Article II, Section I under "Duties of the Chair"

Add:

4. Draft a budget, designed to implement the strategic plan, for County Executive Committee consideration and approval;
5. Execute the budget as approved by the County Executive Committee and report periodically to the CEC regarding the budget (no material deviation from the approved budget may be made without the approval of the County Executive Committee, except as may be authorized for routine or emergency expenditures consistent with policies adopted by the Committee).

Explanation: This amendment is intended to align resources with strategic goals, require accountability to the CEC for use of county party funds, and provide clarity on the use of county party funds.

Submitted Amendment Proposal: Define State Party Vice Chair Roles and Responsibilities

Section: Article IV, Section 2 under “Vice Chairs”

Delete: ~~The Vice Chairs will perform the duties assigned by the Chair with the approval of the State Executive Council.~~

Add:

Each vice chair will perform duties assigned by the Chair, in consultation with the State Executive Committee where appropriate. The First Vice Chair will serve as the principal deputy to the Chair, assume the duties of the Chair in their absence, and serve as a member of the DNC and ASDC. In addition, each Vice Chair will be assigned defined portfolios of responsibility as set forth below. The assigned Vice Chair will have primary responsibility for advancing the work of the State Party within their assigned portfolio(s) and will be accountable for strategic coordination, implementation, and reporting within that area.

Coalitions & Outreach

The Vice Chair in charge of Coalitions & Outreach shall be responsible for advancing engagement with key constituencies statewide. This includes Black community engagement, Latino outreach, LGBTQ+ engagement, faith and labor partnerships, and cultural constituency programming.

Voter Engagement & Field

The Vice Chair in charge of Voter Engagement & Field Operations will oversee county party coordination, rural organizing, and volunteer infrastructure development, ensuring effective statewide voter contact and mobilization efforts.

Communications

The Vice Chair in charge of Communications will be responsible for rapid response coordination, working with local, state, and national legislators, digital organizing, and supporting candidate communications and messaging efforts.

Party Affairs

The Vice Chair in charge of Party Affairs should focus on precinct leadership recruitment, training programs, county party support, and internal governance improvement initiatives, with the goal of strengthening the Party’s long-term organizational capacity.

Submitted Amendment Proposal: Volunteer Status and Expense Reimbursement

Section: Bylaws Article X – Miscellaneous

Proposed Addition: *Insert a new subsection under Article X reading:*

Volunteer Status and Compensation All county and precinct officers serve the Party as volunteers. Under no circumstances while performing their duties shall these officers be compensated, provided salaries, or paid stipends for their service in these roles. Officers are, however, entitled to reimbursement for reasonable expenses that are directly related to their official positions, provided such expenses are approved in advance by the appropriate executive committee (or its delegated officers) and are submitted with valid receipts."

Explanation: Our precinct and county organizations are powered by grassroots volunteerism. As county parties grow and handle more funds, it is critical to explicitly protect local party treasuries by ensuring that officer roles remain strictly volunteer positions without salaries or stipends. At the same time, this amendment ensures that dedicated volunteers are not personally penalized for doing the work of the Party, establishing a transparent, accountable framework for reimbursing legitimate, pre-approved, and receipt-documented operational expenses.

Submitted Amendment Proposal: Generic "Executive Director" APO

Section Affected: Bylaws Article II, Section 1, under "Local Amendments".

Proposed Addition: *Insert a new subsection detailing the process for adopting a Generic Executive Director Plan:*

Generic Executive Director Plan: A County Executive Committee (CEC) may, by majority in a weighted vote, adopt a generic Executive Director Alternative Plan of Organization without requiring submission to the Charter and Bylaws Review Committee or approval by the State Executive Committee. This generic plan may be adopted independently, in addition to, or in conjunction with any other APO. Counties adopting this plan shall abide by the following structure:

- 1. Budget Requirement:** Before adopting this plan or initiating the hiring process, the County Executive Committee must have a formally approved operating budget in place.
- 2. Position Status and Reporting:** The county party may establish the position of Executive Director (ED) to manage the day-to-day operations of the party, implement the strategic plan, and assist the officers with their duties. The ED is a staff position, not an elected voting officer. The ED may be a paid professional or a volunteer, but shall report directly to the County Chair.
- 3. Appointment Process:** To ensure a transparent and professional selection process, the county party must adhere to the following steps:

- **Advertising:** The position must be publicly advertised.
- **Interviews:** The elected County Officers shall conduct interviews of the candidates.
- **Nomination and Input:** The County Chair shall select a nominee. Prior to confirmation, the Chair must provide members of the County Executive Committee (CEC) a formal opportunity to provide input on the nominee.
- **Confirmation:** The appointment of the Executive Director must be confirmed by a majority vote of the elected County Officers.

4. Expenses and Compensation: If the position is volunteer, the ED shall not be compensated with a salary or stipend. If the county party chooses to hire a paid professional, their salary and benefits package shall not be set unilaterally by the County Chair or County Officers. Instead, the County Executive Committee must establish a **Personnel or Compensation Committee** to determine and periodically review staff salaries, ensuring they align with the formally approved operating budget. Whether paid or volunteer, the ED is entitled to reimbursement for reasonable expenses that are directly related to their official duties, provided such expenses are approved in advance by the County Chair or Treasurer and are submitted with valid receipts.

5. Insurance Requirement: To protect the organization and its personnel, any county adopting this Executive Director APO must procure and maintain active, appropriate organizational insurance policies prior to the appointment of the ED and for the duration of their service."

Explanation: As county parties grow, the administrative and logistical burden on volunteer officers becomes unsustainable. Employing an Executive Director—whether paid or volunteer—professionalizes the party's infrastructure and ensures year-round grassroots organizing. By creating a Generic ED APO, the state party allows counties to efficiently establish this staff role without state-level bottlenecking.

Other Suggested Areas for Amendment Not Yet Drafted, and Submitted Proposals not yet reviewed/revised for committee consideration:

Capture standard rules of the day into the bylaws to limit lengthy debates at the start of SEC meetings?

Smaller Executive Council?

AO Sustainability Requirements?

Different Thresholds for Amending Charter and Bylaws?

Additional permanent Standing Committees to support institutional memory and expertise?

Clarifying Whether/How Party Officers Can Run for Elected Office (or prohibit it entirely?)

Require Committees to have an annual public workshop or training?

Chairs of state standing committees are automatically made SEC members (if not already members)?

Adjustment to Diversity Requirements for Officer Vacancies to Require Adherence to Diversity Requirements if a Qualifying Candidate is Available?

What to do if precinct or county elects fewer than allotted delegates (see district for current Plan's provision)?

Should Council of Review decisions be stayed pending appeal automatically or only upon decision by the CoR after request of the appealing party?