



# BYLAWS

**Adopted November 13, 2008**

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*Amended June 9, 2010*

# **STATE ONSITE REGULATORS ALLIANCE (SORA) BYLAWS**

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## ARTICLE 1: NAME, PURPOSE AND DEFINITIONS

1.1 NAME. The name of this organization shall be the State Onsite Regulators Alliance, abbreviated SORA.

1.2 PURPOSE. The purpose of SORA is to advance the field of knowledge and practice of those who regulate onsite wastewater programs by increasing regulatory awareness of the latest technology, research, environmental health issues, and new federal initiatives that will affect the decentralized wastewater industry. SORA serves as an organization that facilitates dialogue between regulators and among regulators and product developers with the goal of converting quality research, existing information, and state-of-the-art technologies into state and local regulatory programs and engineered solutions that protect public health, preserve water quality and promote the decentralized wastewater industry's place as a viable and sustainable option for wastewater infrastructure.

1.3 DEFINITIONS. The following words, terms and acronyms shall have the following meaning, unless the context clearly indicates otherwise:

- a. **“Board”** means the Board of Directors of SORA.
- b. **“Captains of Industry (COI)”** means those companies that offer products and/or services for decentralized and/or onsite wastewater treatment systems.
- c. **“Decentralized Wastewater Treatment System”** means a wastewater treatment system that collects, treats, and disperses/reuses wastewater from individual homes, clusters of homes, isolated communities, industries, or institutional facilities, at or near the point of waste generation. (This definition includes Onsite Wastewater Treatment Systems.)
- d. **“Directly responsible”** means involved in the reviewing of applications for and/or the installations of decentralized or onsite wastewater treatment systems for compliance with applicable regulations and/or having the authority to write and amend regulations that govern the construction and operation of decentralized or onsite wastewater treatment systems.
- e. **“EPA”** means the Environmental Protection Agency.
- f. **“Founding Steering Committee”** means the state decentralized and onsite wastewater treatment system regulators and NESC staff that volunteered during the 2008 SORA/COI Conference to be the Founding Steering Committee Members charged with formalizing SORA by creating these bylaws. (See Appendix B.)
- g. **“MOU”** means Memorandum of Understanding.
- h. **“NESC”** means National Environmental Services Center.

- i. “**Onsite Wastewater Treatment System**” means a decentralized wastewater treatment system that disperses/reuses the treated effluent on property owned by the generator(s).
- j. “**SORA**” means the State Onsite Regulators Alliance.
- k. “**WVU**” means West Virginia University.
- l. “**WVURC**” means West Virginia University Research Corporation.

## **ARTICLE 2: MEMBERSHIP**

2.1 ELIGIBILITY. Organizations that advance and are in concert with the purposes of SORA are eligible for membership according to the classifications listed in Section 2.2 below. All SORA members shall possess a demonstrated capability to provide instruction, leadership, and guidance in the field of decentralized and onsite wastewater treatment as set forth by the SORA organization.

2.2 CLASSES. The general membership of SORA shall consist of three classes: Voting Full Members, Non-Voting Full Members and Non-Voting Affiliate Members.

- a. Voting Full Members. State\*, tribal and provincial agencies that are *directly responsible* for permitting and oversight of large or small decentralized and onsite wastewater treatment systems are eligible to designate one (1) of their full-time employees to represent the agency as its Voting Full Member.

Voting Full Members will be deemed accepted into membership based on the fact that their employing agency designated them as their Voting Full Member for that year.

If a conflict arises as to who is/are the designated Voting Full Member(s) for a state, tribal or provincial agency, the Board shall make the final determination with a simple majority vote.

*\*Frequently, jurisdiction over decentralized and onsite wastewater systems is divided between two (2) public agencies: a health agency and an environmental agency. When such jurisdiction is divided between two (2) agencies, each agency shall be allowed to name one (1) of its full-time employees to be its designated Voting Full Member. Occasionally, a state, tribal territory or province will have only one (1) agency that is responsible for the oversight of all decentralized and onsite wastewater treatment systems. In those states, tribal territories and provinces, that sole agency shall be allowed to name up to two (2) of its full-time employees to be its designated Voting Full Members. In no case shall any one (1)*

*state, tribal territory or province have more than two (2) designated Voting Full Members.*

- b. Non-Voting Full Members. State, tribal and provincial agencies that are *directly responsible* for permitting and oversight of large and small decentralized and onsite wastewater treatment systems are allowed to have an unlimited number of Non-Voting Full Members. Non-Voting Full Members will be deemed accepted into membership based on the fact that the applicant and the employing agency are directly responsible for the permitting and oversight of decentralized and onsite wastewater treatment systems. If a conflict arises as to the eligibility of a Non-Voting Full Member, the Board shall make the final determination with a simple majority vote.
- c. Non-Voting Affiliate Members. Any business, government agency, educational institution, non-profit or other organization that has a vested interest in the permitting and oversight of large and small decentralized and onsite wastewater treatment systems is eligible to be a Non-Voting Affiliate Member. Such organizations specifically include:
- EPA
  - Captains of Industry
  - Indian Health Service
  - Public Utilities or Management Entities
  - EPA Decentralized Wastewater MOU Partners
  - Other groups that the Board may deem appropriate

Non-Voting Affiliate Members may designate one (1) of their employees to be their Delegate to represent the views of their organization at SORA meetings. However, this is not intended to limit the number of employees that each Non-Voting Affiliate Member may send to SORA meetings.

Applicants wishing to be considered Non-Voting Affiliate Members shall submit an application to the Board for consideration. Non-Voting Affiliate Members shall be admitted by no less than a simple majority vote of the Board.

### 2.3 DUES.

- a. Full Members. Each person enrolling as a Voting Full Member or Non-Voting Full Member shall pay the annual dues established in the Dues Policy. Dues must be current to maintain the rights and privileges of membership.
- b. Affiliate Members. Each organization (not person) enrolling as a Non-Voting Affiliate Member shall pay the required enrollment dues established in the Dues Policy. Once a Non-Voting Affiliate Member is enrolled, the Non-Voting Affiliate Member shall pay the annual dues established in the Dues Policy. Dues must be current to maintain the rights and privileges of membership.

### **ARTICLE 3: RIGHTS AND PRIVILEGES OF MEMBERSHIP**

3.1 VOTING FULL MEMBERS. Voting Full Members shall have the:

- a. right and responsibility to speak and be heard;
- b. privilege of attending all general and Special Meetings and Annual Conferences;
- c. right and privilege to vote in both general and Special Meetings;
- d. privilege of serving on committees as members or chairpersons;
- e. privilege of electing members to the Board; and
- f. privilege of being elected to serve on the Board.

3.2 NON-VOTING FULL MEMBERS. Non-Voting Full Members shall have the:

- a. same opportunities as Voting Full Members to speak and be heard;
- b. privilege of attending all general and Special Meetings and Annual Conferences; and
- c. privilege of serving on committees at the request of the Board and voting on matters that are properly before the committee in meetings.

Non-Voting Full Members cannot vote in either general or Special Meetings of SORA, cannot serve on the Board, cannot hold a chairpersonship of a committee and cannot serve on any Nominations Committee.

3.3 NON-VOTING AFFILIATE MEMBERS. Non-Voting Affiliate Members shall have the:

- a. same opportunities as Non-Voting Full Members to speak and be heard;
- b. privilege of attending all Annual Conferences; and
- c. privilege of serving on committees at the request of the Board and of voting on matters that are properly before the committee in meetings.

These privileges shall be subject to the following exceptions: Non-Voting Affiliate Members and their Delegates cannot vote unless so requested by the Board or Executive Director. Non-Voting Affiliate Members cannot hold a chairpersonship of a committee unless the committee is

comprised solely of other Non-Voting Affiliate Members, and cannot serve on any Nominations Committee.

#### **ARTICLE 4: BOARD OF DIRECTORS**

4.1 COMPOSITION OF THE BOARD. The Board shall be comprised of a total of thirteen (13) Voting Full Members with the following composition:

- a. One (1) Voting Full Member from each of the ten (10) EPA regions. These Board Members shall be elected during the Annual Conference by a simple majority of the Voting Full Members present from his/her EPA region.
- b. One (1) Voting Full Member from a Canadian Province. This Board Member shall be elected during the Annual Conference by a simple majority of the Voting Full Members present from Canada.
- c. One (1) Voting Full Member from a Tribal Nation. This Board Member shall be elected during the Annual Conference by a simple majority of the Voting Full Members present who represent Tribal Nations.
- d. One (1) Voting Full Member at-large. This Board Member shall be elected during the Annual Conference by a simple majority of all Voting Full Members present at the Annual Conference.

When a vacancy cannot be filled utilizing the above-described composition, it may be filled with a Voting Full Member at-large by a simple majority of all Voting Full Members present.

4.2 TERMS OF OFFICE. For purposes of filling the Board Member vacancies created by the adoption of these bylaws, each existing Founding Steering Committee Member shall assume the position of Board Member until the election of new Board Members takes place at the Annual Conference in 2009.

The Board Members elected in 2009 shall be elected to staggered terms as follows:

- a. The Board Members representing EPA Regions 1, 4, 7 and 10, and the Tribal Nations shall serve a term of one (1) year;
- b. The Board Members representing EPA Regions 2, 5, and 8, and Canada shall serve a term of two (2) years; and
- c. The Board Members representing EPA Regions 3, 6, and 9, and the at-large Board Member shall serve a term of three (3) years.

All Board Members elected in 2010 and thereafter shall serve a term of three (3) years. No Board Member may serve more than two (2) consecutive three-year terms, unless unopposed.

All terms of office shall begin with the adjournment of the Annual Business Meeting following election and shall end with the adjournment of the Annual Business Meeting at which a successor has been duly elected. If at the close of any term of office a successor has not been elected, then the term shall be extended until a successor has been elected.

If a Board Member vacates his/her seat before their term is over, the Board may call a Special Meeting to appoint a new Board member to complete the term.

4.3 OFFICERS OF THE BOARD. The Board shall elect a Chairperson and Chairperson-Elect by a simple majority of the vote at the conclusion of the Annual Business Meeting. Elections for Chairperson and Chairperson-Elect shall be held when vacancies occur.

- a. Chairperson. The Chairperson shall serve a term of one (1) year or the remaining length of his/her term as a Board Member, whichever is shorter. The Chairperson shall preside at all Board Meetings.
- b. Chairperson-Elect. The Chairperson-Elect shall serve a term of one (1) year as Chairperson-Elect and then shall automatically succeed to the Chairpersonship and serve a term of one (1) year as the Chairperson. The Chairperson-Elect shall perform the duties of the Chairperson when the Chairperson is unable to act, and shall succeed the Chairperson in the event of the resignation, disability or other permanent termination of the Chairperson.

4.4 ATTENDANCE. Board Members are expected to attend the Annual SORA Conference and any other meetings that require SORA participation. If a Board Member is unable to attend or participate in a Board meeting, the Board Member shall notify the Executive Director or Chairperson as far in advance as possible with the name of his/her temporary replacement. Such temporary replacement shall be briefed to the extent possible regarding issues under consideration. The temporary replacement shall have full voting rights and privileges.

Should a Board member be absent from three (3) consecutive Board meetings or unavailable for conference calls, a majority of the voting members of the Board may interpret such absences as resignation. The Chairperson shall inform the absent Board member of the Board's action in writing.

4.5 VOTING. Each Board Member shall have the right to cast one (1) vote on matters brought before the Board. Unless indicated otherwise in these bylaws, all Board decisions shall be by a simple majority vote of Board Members present at the Board Meeting. In case of a tie vote, the Executive Director shall vote. (See quorum requirements in 9.2.)

4.6 RESPONSIBILITIES. The Board shall be the policy-making body of SORA. The Board shall:

- a. establish an overall plan for SORA;

- b. establish and maintain a Dues Policy;
- c. have the authority to designate individual Board Members to represent SORA to those outside of SORA;
- d. authorize requests for proposals from members to meet current priorities;
- e. authorize creation of standing committees;
- f. review and approve procedures;
- g. review and approve recommendations of SORA committees;
- h. have the power to conduct the business of SORA except that which is retained by the membership as provided by these bylaws;
- i. be responsible for reviewing the bylaws and submitting amendments to the membership;
- j. be represented on each standing committee, *ex officio*, as provided in 7.2 and 7.3; and
- k. review and approve a strategic plan submitted by the Executive Director every five (5) years or as deemed necessary by the Board.

The Executive Director and various SORA committees derived from SORA's membership shall be utilized as necessary to meet these and other responsibilities.

4.7 RESIGNATION. A Board member may resign by submitting a written request to the Chairperson.

#### **ARTICLE 5: HOST ORGANIZATION AND FISCAL AGENT**

5.1 HOST ORGANIZATION. NESC shall be designated as the Host Organization for SORA.

5.2 FISCAL AGENT. WVURC shall act as Fiscal Agent for SORA in accordance with an Affiliation Agreement to be entered into between SORA and WVURC.

5.3 AFFILIATION AGREEMENT. SORA and WVURC will enter into an Affiliation Agreement, which will be reviewed annually and renewable at SORA's Annual Conference for a period of three (3) years, with SORA.

#### **ARTICLE 6: EXECUTIVE DIRECTOR**

6.1 APPOINTMENT. The primary contact at NESC for SORA programs will have the title of Executive Director of SORA. The Executive Director will be appointed by WVURC or NESC and will be a full-time employee of the NESC. The Executive Director will be a person charged with managing SORA on behalf of WVU.

6.2 STAFF. The Executive Director shall hire staff as he/she deems necessary to conduct the business of SORA. These staff members shall be hired as employees of the host organization.

6.3 RESPONSIBILITIES. The Executive Director shall have the following responsibilities:

- a. Carry out policies set by the Board.
- b. Act as the chief administrator of SORA and be responsible for the administration of its affairs.
- c. Act as chief fundraiser and interact with public and private funding sources to secure and maintain funding necessary to meet the long-term goals of SORA.
- d. Have the sole authority to enter into contractual agreements and other obligations for SORA as directed by the Board or under general authorities and responsibilities accorded to the Executive Director as chief administrator. In the absence of an Executive Director, this authority shall rest with the Chairperson, who will work cooperatively with a designated representative of the fiscal agent of SORA in invoking this authority. Actions of the Executive Director or the Chairperson of the Board in this regard are subject to review and approval of the fiscal agent for SORA.
- e. Report to NESC on a regular basis concerning SORA activities and functions.
- f. Report to the Board on a regular basis and maintain effective communications with the Board's Chairperson and other appropriate leaders identified by SORA members.
- g. Report to the Board concerning operations of SORA, which shall provide general staffing recommendations, budget requirements, and any related information deemed useful for ensuring proper operations of the SORA.
- h. Appoint *ad hoc* committees with approval from the Board.
- i. Coordinate all of SORA's programmatic and financial reports required by extramural sponsors.
- j. Implement the decisions of the Board and oversee the daily operations of SORA.
- k. Operationally control SORA funds.

- l. Establish and maintain reporting procedures, using extramural sponsors' guidelines where applicable.
- m. Promote SORA and its activities utilizing publications, the Internet, radio, television, and any other means approved by the Board.
- n. Make formal recommendations to the Board to aid it in setting policy for the SORA.
- o. Keep records of all meetings and such other matters as may be deemed worthy of record.
- p. Keep a roll of SORA members.
- q. Give reasonable written notice of all SORA meetings.
- r. Give proper notice of proposed amendments to these bylaws as set forth in Section 10.6 of these bylaws entitled "Amendments."
- s. Maintain a current copy of these bylaws.

6.4 COMMUNICATION. The Executive Director may solicit peer review of members' proposals under guidelines established by the Board and may establish and maintain telephonic, facsimile, and computerized communications among all SORA members.

## **ARTICLE 7: COMMITTEES**

7.1 STANDING COMMITTEES. There shall be a minimum of two (2) standing committees: the Strategic Planning Committee and the Annual Conference Planning Committee. The Board may create other standing committees as deemed necessary by the Board.

- a. Eligibility. The standing committee members may be elected from among all levels of SORA membership
- b. Election. The Board shall elect four (4) members to each standing committee by a simple majority vote and designate one (1) or more Board Member(s) to serve on each standing committee *ex officio*.
- c. Term. The term of standing committee members shall be two (2) years with re-election possible.
- d. Chairperson. Representatives of each standing committee shall elect a Chairperson from among themselves. The Chairperson shall preside over standing committee meetings and be responsible for maintaining communication, coordination and cooperation with the Executive Director and the Board. The

term of office for each Chairperson shall be two (2) years, or until the standing committee holds a new election. If any Chairperson is unable to finish his/her term, the standing committee shall elect a new Chairperson who shall serve for the remainder of the term and for an additional one-year term not to exceed a total of two (2) years. Reelection of a standing committee's Chairperson is permitted.

- e. Vice-Chairperson. Each committee shall elect a Vice-Chairperson subject to the same provisions above. The Vice-Chairperson shall chair the committee in the absence of the Chair.
- f. Resignation. Committee members may resign from standing committees by submitting a written notification to the Committee Chairperson. Replacement committee members shall be recommended by the committee and approved by the Board.

7.2 STRATEGIC PLANNING COMMITTEE. The Strategic Planning Committee shall be responsible for developing recommendations to the Board regarding future directions of SORA, policy recommendations, review and update of bylaws, and other projects assigned by the Board. At least one (1) Board member shall serve on the Strategic Planning Committee, *ex officio*.

7.3 ANNUAL CONFERENCE COMMITTEE. The Annual Conference Committee is responsible for providing recommendations to the Board regarding the Annual Conference such as location, logistics, topics, funding sources, and other issues. The Committee shall have at least one (1) Non-Voting Affiliate Member. At least one (1) Board member and one (1) representative from NESC shall serve on the Annual Conference Committee, *ex officio*.

7.4 AD HOC COMMITTEES. Any SORA member or the Executive Director may recommend creation of an *ad hoc* committee. The Executive Director shall seek volunteers and appoint *ad hoc* committee members as necessary. *Ad hoc* committee members may resign by submitting a written notification to the Executive Director, who shall appoint a new committee member in the vacancy. The Executive Director shall notify the Board of all such committee resignations and reassignments.

## **ARTICLE 8: MEETINGS**

8.1 ANNUAL CONFERENCE. SORA shall hold an Annual Conference. The Board, NESC, the Annual Conference Planning Committee and the Executive Director shall be in charge of making arrangements for the Annual Conference. All business arrangements for the Annual Conference must be approved by the Executive Director. Agenda items for the Annual Conference may be recommended to the Board by any SORA member.

The Executive Director shall prepare and organize a draft agenda for the Annual Conference and present it to the Board no later than three (3) months prior to the proposed date of the Annual Conference. Adoption of the draft agenda requires a simple majority vote of the Board Members.

8.2 ANNUAL BUSINESS MEETING. SORA members shall meet at least annually for a Business Meeting at a time and place stipulated by the Board and Executive Director. It is anticipated that a Business Meeting will be held at some point during the Annual Conference. During the Annual Business Meeting, SORA members shall be able to:

- a. elect members to the Board for any vacant or expired seats;
- b. receive reports from the Board;
- c. recommend the creation of any necessary *ad hoc* committees; and
- d. conduct any other business which shall properly come before SORA.

The Executive Director shall be responsible for preparing the draft agenda for the Annual Business Meeting from items submitted by SORA membership, Board Members or *ad hoc* committees or recommended during the Annual Conference. The final agenda must be adopted by a simple majority of the Board Members. The Chairperson shall publish the agenda, which shall include a time and place for the Annual Business Meeting, a minimum of ten (10) days prior to such meetings.

8.3 BOARD MEETINGS. The Board shall meet at least once a year at places and times set by the Chairperson. They may meet more often when deemed necessary by the Chairperson or by a 2/3 majority vote of the Board Members. The Executive Director shall be responsible for preparing the draft agenda for Board Meetings from items submitted by SORA membership, Board Members or *ad hoc* committees or recommended during the Annual Conference. The final agenda must be adopted by a simple majority of the Board Members. The Chairperson shall publish the agenda, which shall include a time and place for the Board Meeting, a minimum of ten (10) days prior to such meetings.

Board Meetings shall be open to all members of SORA. However, the Board may move to executive session status and exclude non-Board members from that portion of the meeting.

Non-members of SORA may be invited to Board Meetings by the Board for the purpose of giving reports and receiving or transmitting other information, but shall not be entitled to remain in the meeting during the conduct of business.

8.4 SPECIAL MEETINGS. The Chairperson of the Board or the Executive Director of SORA may call such Special Meetings for the purpose of fulfilling contractual obligations entered into by SORA or for any other purpose as deemed necessary by the Chairperson of the Board or a simple majority of the Board. The Executive Director shall prepare and organize the agenda for the Special Meeting and present it to the Board to be adopted by a simple majority of the Board Members. The Chairperson shall publish the agenda, which shall include a time and place for the Special Meeting, a minimum of twenty-four (24) hours prior to such meetings.

8.5 COMMITTEE MEETINGS. Each standing committee shall have at least one Board Member. Committee meetings may be called by the Chairperson of the Committee, the Board

Chairperson, or a simple majority of the Board for purposes of executing those duties and responsibilities assigned to the committee.

Any Full Member of SORA may attend committee meetings.

8.6 MINUTES. The Executive Director shall arrange for the minutes of business meetings to be recorded and submitted to SORA Members in a timely fashion and shall be approved by the Board by a majority vote at the next regularly scheduled Board Meeting.

## **ARTICLE 9: VOTING**

9.1 VOTING FORUM. In the event that specific items of SORA business require a vote of the Board and/or Voting Full Members and it is impractical to convene an in-person meeting, the Chairperson may poll members by phone, fax, computer, or other means. In that event, binding action of SORA shall be taken by a majority of the votes received on or before the response deadline established by the Chairperson subject to the quorum requirements. The request for a vote shall be issued no later than twenty (20) days before the response deadline. Results of any vote shall be confirmed in the Minutes of the next meeting of SORA, except that the Executive Director shall keep confidential how any one Member voted.

9.2 QUORUM. A quorum shall be required for any vote.

- a. Board Meetings and Special Meetings. For Board Meetings, the attendance of a simple majority of the Board Members shall constitute a quorum.
- b. Annual Business Meeting. For the Annual Business Meeting, the attendance of a simple majority of Voting Full Members shall constitute a quorum.
- c. Committee Meetings. For Committee Meetings, the attendance of a simple majority of Committee Members shall constitute a quorum.

9.3 PASSAGE. Passage of motions properly brought before SORA shall be determined by a simple majority, unless otherwise provided in these bylaws.

## **ARTICLE 10: MISCELLANEOUS PROVISIONS**

10.1 SALARIES. No salary may be paid any SORA member.

10.2 EFFECTIVE DATE. These bylaws shall become effective upon majority vote of the SORA Founding Steering Committee.

10.4 ANNUAL REPORT. The Board shall—unless waived—file with the Executive Director by October 1 of each year a report summarizing the activities of the current year and anticipated activities of the ensuing year.

10.5 PARLIAMENTARY AUTHORITY. The rules contained in the latest edition of *Robert's Rules of Order* shall govern SORA in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the organization may adopt.

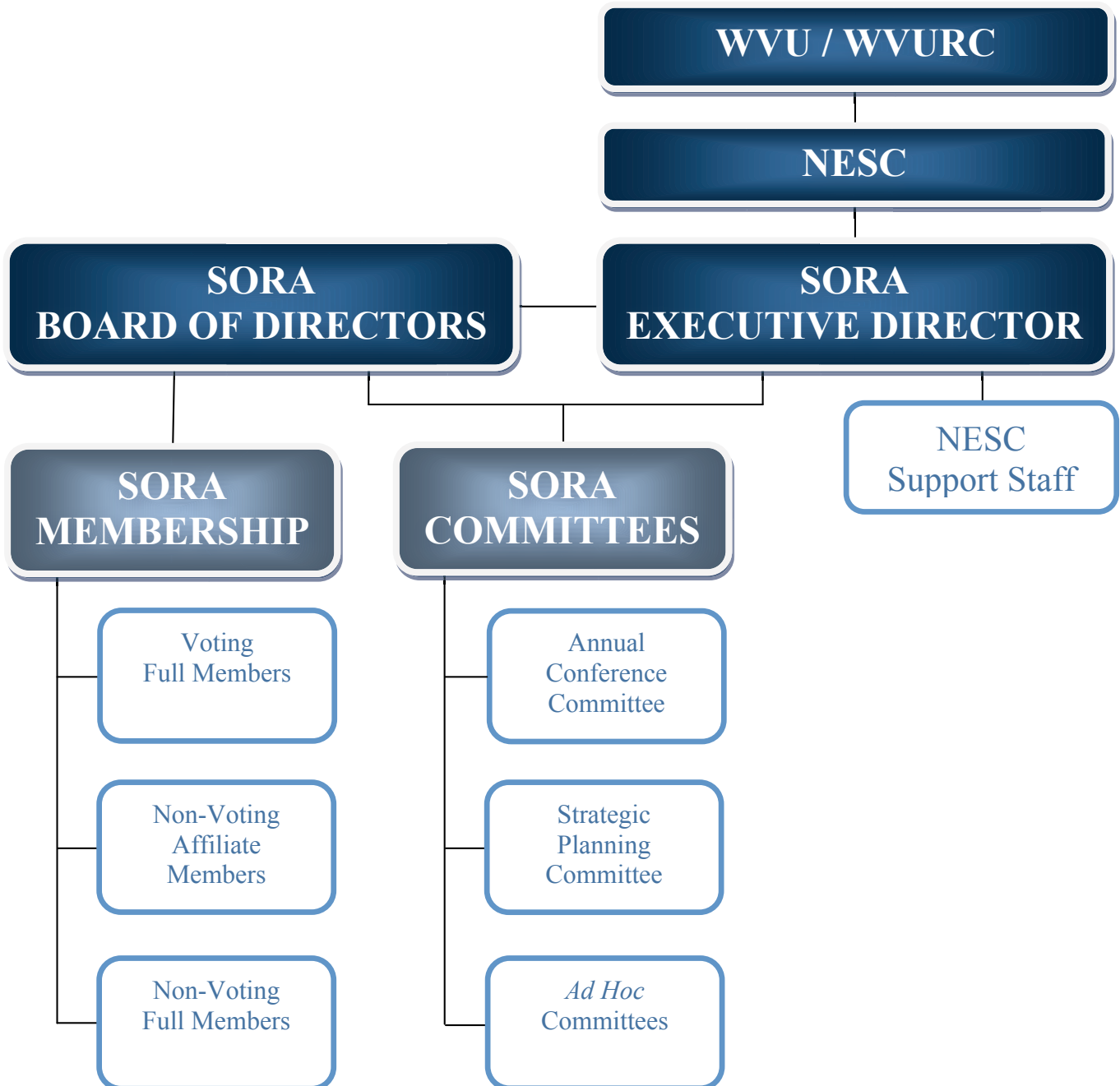
10.6 REIMBURSEMENT OF EXPENSES. Any SORA member acting with the approval of the Executive Director and the consent of the Board who incurs approved expenses on behalf of SORA shall be reimbursed by SORA for such expenses.

10.7 AMENDMENTS. Any Voting Member of SORA may propose an Amendment to these bylaws.

- a. Notice. Notice of a proposed amendment must be included in the agenda, which shall be distributed at least ten (10) days in advance of the meeting.
- b. Passage of Amendments. These bylaws may be amended at any Business Meeting of SORA by a two-thirds (2/3) vote of those Full Voting Members present or by a majority of the entire Voting Membership of SORA.

10.8 ORGANIZATIONAL CHART. See Appendix A. for the organizational chart of SORA.

## APPENDIX A. SORA ORGANIZATIONAL CHART



## APPENDIX B. FOUNDING STEERING COMMITTEE MEMBERS

- **Dr. Richard Bajura, P.E., – Director, National Research Center Coal and Energy, West Virginia University**
- **Gerald Briggs, Chief, Bureau of Onsite Sewage Programs, Florida Department of Health**
- **Mista Turner Burgess, Supervising Attorney, Environmental Complaints and Local Services Division, Oklahoma Department of Environmental Quality**
- **Ed Corriveau, Pennsylvania Department of Environmental Protection**
- **Jennifer Hause – Engineering Scientist, National Environmental Services Center, West Virginia University**
- **Robert Huber, Environmental Programs Manager, Environmental Complaints and Local Services Division, Oklahoma Department of Environmental Quality**
- **Dr. Gerald R. Iwan, Director, National Environmental Services Center, West Virginia University**
- **Steve Kilbreath, Montana Department of Environmental Quality**
- **Eleanor Krukowski, P.G., Onsite Wastewater Management Program, Bureau of Nonpoint Pollution Control, New Jersey Department of Environmental Protection**
- **Russell G. Martin, P.E., Director, Subsurface Wastewater Program, Maine Department of Health and Human Services**
- **Mike Mettler, Director, Environmental Public Health Division, Indiana State Department of Health**
- **Dave Schepens, Program Manager II, Ground Water Discharges Section, Delaware’s Department of Natural Resources and Environmental Control**
- **Ahmed Sharaf, Ontario Ministry of Municipal Affairs and Housing**
- **Todd Thompson, California State Water Resources Control Board**
- **Dr. Bob Uebler, Field Services Team Leader for the On-Site Water Protection Section, North Carolina Department of Environment and Natural Resources**