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## By Laws:

### **Article I: Name of Organization**

The name of the organization shall be Shadows of Strength and its purpose is to combat human trafficking through information gathering.

### **Article II: Mission Statement**

The mission of Shadows of Strength (SoS) is to systemically create partnerships within the United States and internationally with global law enforcement agencies, Human Trafficking Task Force, multiple legal and operational support organizations utilizing a methodology of research, investigation, analysis, and intelligence portfolios. The purpose is to compile information to disrupt human trafficking networks and cells. Their comprehensive paradigm puts “information” at the center of our work — helping law enforcement, legal assemblies, and families by preventing future victims, and leveraging data to pursue trafficking organizations anywhere they operate.

### **Article III: Officers**

The organization's officers shall include a Chief Executive Officer, Chief Operating Officer, Human Resource Officer, and Financial Officer. Officers will be elected by the Board of Directors and the Founder & CEO will hold office for a term of 15 years, and all other Officers will serve a term of 5 years.

### **Article IV: Board of Advisors**

The organization will hold a Board of Advisors for each Department within Shadows of Strength. The Founder and Chief Executive Officer (CEO), Co-Founder, and the Chief Operating Officer (COO) will hold office for a term of 15 years. All Advisors will be elected by the Officers of the organization and will serve a term of 5 years.

### **Article V: Volunteering**

Volunteering in the organization shall be open to individuals who support the mission of combating human trafficking through intelligence. Prospective volunteers must demonstrate professional experience in fields related to intelligence, military operations, law enforcement, victim advocacy, or other relevant areas. Volunteer applications shall be reviewed and approved by the Board of Directors to ensure alignment with the organization's mission and goals.

### **Article IV: Officer/Board of Advisor Meetings**

Section 1: Regular Officer meetings shall be held quarterly on the second Monday of the month at 5:30pm with the Board of Advisors joining in at 6:00/6:30pm with the meeting concluding at 7:00pm or



if additional time is needed. Additional special meetings will be called as necessary by the CEO and/or COO

Section 2: Officers and Board of Advisors must be given notice of meetings at least one month in advance, with a day to one week notice for emergency special meetings necessary by the CEO and/COO.

Section 3: A quorum of at least 50% of Officers are required for business to be conducted at board meetings.

Section 4: Board meeting minutes shall be recorded and made available to all board members within a 10 day period.

#### **Article V: Volunteer Meetings**

Section 1: Volunteer meetings shall be held every two months, with additional meetings scheduled as needed by the Volunteer Coordinator.

Section 2: Notice of volunteer meetings shall be distributed to all volunteers at least one month in advance.

Section 3: Quorum requirements for volunteer meetings will be determined by the Volunteer Coordinator and communicated to all volunteers.

Section 4: Volunteers within Shadows of Strength, aside from Officers, will not be granted voting privileges on matters concerning Board decisions and information.

Section 5: Minutes of volunteer meetings shall be recorded and made available to all volunteers as a summary of discussions and decisions made.

#### **Article VI: Training Requirements**

Section 1: All Officers and Board of Advisors must complete one training in trauma in-formed care, intelligence, and operations within each year as an Officer or Board of Advisor.

Section 2: Volunteers are required to attend a minimum of two training sessions per year to remain active in their roles. These trainings will include trauma in-formed care and within their perspective role.

Section 3: Failure to meet the training requirements may result in suspension or termination of board of advisor or volunteer status.

#### **Article X: Amendment of Bylaws**

Section 1: These bylaws may be amended, repealed, or added to by a majority vote of the Officers at a regular or special meeting, provided that notice of the proposed amendment has been included in the meeting agenda and distributed to all board members at least one month prior to the meeting.

This bylaw allows for flexibility in changing the organization's bylaws as needed with proper notice and approval from the board of directors.

*Brandi Mitchell*

Founder & CEO



Shadows of Strength  
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Policy approved by the Board of Directors on March 2, 2024

