

NOW Inc. Special Board Meeting
March 24, 2026
7:30 PM EST
TENTATIVE AGENDA

7:30 PM	Convene and roll call
7:35 PM	Approval of agenda
7:40 PM	Approval to submit proposed NOW Bylaws amendments to the 2026 National Conference <ul style="list-style-type: none">a. Operations Manager revisionsb. Voting privileges and membership dues clarification
8:00 PM	Review of proposed 2026-2028 NOW Board Election Rules
8:20 PM	Notice of proposed revisions to NOW Grievance Policy
8:40 PM	Update on 2026 National Conference
9:00 PM	Adjourn to NOW Foundation special board meeting

2026 ELECTION PROCEDURES
Governing the Election of the 2026-2028 NOW Board
To be ratified by the NOW Board of Directors

Since NOW's 2026 national conference will be hybrid, election voting will be conducted by virtual voting. Each person duly credentialed and registered for the conference, pursuant to Article VI, Section 5, and Article VIII, Section 2, of the 2024 NOW Bylaws, may have one vote.

I. Roles of the NOW Nominating Committee, the NOW Credentialing Committee, and the NOW Elections Committee

1. The role of the NOW Nominating Committee is to determine eligibility for each individual running for 2026-2028 National NOW Board.
2. The role of the NOW Credentialing Committee is to determine eligibility for each potential voter, in accordance with NOW National Bylaws provisions and these Election Procedures.
3. The role of the NOW Elections Committee is to oversee the planning and procedures of the 2026-2028 NOW election at the 2026 national conference.
4. Any candidate for national NOW office is automatically excused from serving on either the Nominating Committee, the Credentialing Committee, or the Elections Committee.
5. No one individual shall serve on more than one of these Committees in the same election cycle.
6. No member of the NOW Nominating Committee nor the NOW Credentialing Committee, nor the NOW Elections Committee shall endorse a candidate while serving in their respective capacities; committee service continues until the final vote is tallied. Each Committee member should maintain strict nonpartisanship regarding such candidates.

II. Roles of NOW National Officers, NAC Staff, and NOW National Resources

1. National NOW officers, on their own time and at their own expense, may campaign.
2. Members of the NOW Action Center (NAC) staff, as part of their official duties, shall:
 - a. Coordinate with the Elections Committee to select an appropriate vendor to conduct the actual voting.
 - b. Publish candidate information via email and on the website. All information shall be treated in such a way as to preclude any real or appearance of favoritism or advantage to any candidate or slate.
 - c. NAC staff may not work on any candidate's campaign, even on their own time and at their own expense.
3. National NOW resources (including, but not limited to, virtual national NOW environments, facilities, and supplies) must not be used for campaign purposes.

III. Duties of the NOW Nominating Committee

1. Each electoral district shall have a Nominating Committee made up of the State Presidents of their district or their designees. State presidents who are candidates for the national Board shall not serve on the Nominating Committee.
2. The Nominating Committee shall coordinate with the Elections Committee.
3. Any candidate for the National Board is automatically excused from serving on either the Nominating Committee or the Elections Committee.
4. Nominations for office shall be submitted to the NAC in writing at least 90 days before the first day of the 2026 national conference (no later than 11:59 PM ET, March 28, 2026).

5. Within 10 business days after the deadline for receiving nominations (no later than 5 PM ET, Friday, April 10, 2026), the Nominating Committee and the National Action Center shall determine whether each candidate meets the eligibility requirements set forth in Article VI, Section 2, of the National NOW Bylaws and request additional information if needed for clarification.
6. The Nominating Committee must notify all candidates, the Elections Committee, and the national NOW officers in writing of the names of all confirmed eligible candidates by 5 PM ET, Friday, April 10, 2026. No candidate's eligibility shall be announced while any candidate's eligibility is still being confirmed.
7. Nominations will not be taken from the floor at the 2026 conference.

IV. Duties of the NOW Credentialing Committee

1. The Credentialing Committee shall coordinate with the Elections Committee.
2. The Credentialing Committee shall determine whether or not each voter meets the eligibility requirements set forth in Article VIII, Section 2, of the National NOW Bylaws, and may request additional information if needed for clarification.

V. Duties of the NOW Elections Committee

1. The Elections Committee shall propose and implement the 2026 Election Procedures, including the organization of candidate forums and voting at the conference.
2. These Election Procedures shall be ratified by the NOW Board of Directors and published on the Members Only section of the National NOW website, with notice sent to the entire member email list.

The Elections Committee shall send copies of the 2026 Election Procedures (including the *Code of Ethics Pledge for 2026 NOW Board Elections*

3. **Code of Ethics Pledge**, the Election Complaint Form for 2026 NOW Board Elections, and CAMPAIGN DISCLOSURE FORM to all candidates confirmed eligible by the Nominating Committee within five days of confirmation of eligibility.
4. The Co-Chairs of the Elections Committee shall receive any complaints regarding these Election Procedures at electionscommittee@now.org. In consultation with the rest of the Elections Committee, the Co-Chairs shall determine if a campaign violation has occurred.
5. Election complaints must be submitted in writing to the Elections Committee using the 2026 Election Complaint Form. The committee will strive to resolve the issue within 5 business days of receipt of the completed Complaint Form. The Elections Committee may decline to respond to complaints received without a completed Complaint Form.
6. A majority vote of the Elections Committee is required to resolve any issue; at no time shall a minority subset of the Elections Committee speak on behalf of the entire Committee. If necessary, majority and minority opinions/reports may be issued.
7. Managing campaign violations:
 - a. If the Elections Committee finds that a campaign violation has occurred during the national conference, the committee will determine the severity of the violation and handle as appropriate. A minor violation, such as accidentally posting a picture with a NOW logo would necessitate informing the candidate who would then be required to correct the problem in a timely manner.
 - b. When a violation is considered severe, as in campaign fraud, the committee may restrict a candidate's access to conference registration lists and/or the Candidate Forums at the District Caucuses at the National Conference.

- c. If the Elections Committee finds that any candidate has committed repeated minor and material campaign violations, and has not taken remedial actions as requested by the Elections Committee, the Elections Committee may:
 - i. Recommend to the Board that said candidate be disqualified.
 - ii. If a candidate is disqualified, the Elections Committee will take all reasonable measures to promptly inform potential voters of the disqualification.

VI. Campaign Materials and Candidate Publicity

A. Use of materials in all media, including campaign literature or material, press releases or interviews, the NOW National website, electronic and social media communications by candidates, and written materials distributed by candidates at the conference

1. No version of the NOW logo may appear except incidentally within a photograph of the candidate, or unless specifically authorized by the NOW entity the logo represents.
2. No name or image of any NOW member or elected official (either current or former), unless within a group photo of 10 people or more, may appear on campaign literature or material unless specifically authorized in writing prior to use by the individual referenced. This authorization must be provided promptly to the Elections Committee upon request.

B. Information published on the NOW website

1. The restrictions in section VI.A. above apply.
2. Each confirmed eligible candidate may choose to submit, at least 60 days before the first day of the national conference (no later than Monday, April 27, 2026), a biographical/platform statement of no more than 500 words and an electronic photograph to the Elections Committee and the NAC for publication on the NOW website. In order for the statement to be published, it must include a statement regarding any existing or anticipated additional employment or business interest that may impede carrying out all NOW responsibilities.
3. No campaign materials shall be placed in the conference virtual library other than 1) the list of confirmed eligible candidates and 2) each confirmed eligible candidate's photos and biographical/platform statements as previously posted on the NOW website.
4. No campaign materials shall be placed in the conference virtual library until the completed and signed Code of Ethics Pledge has been received by the Elections Committee.
5. The NAC shall equitably publish candidate information on the website within five days of confirmation by the Elections Committee.
6. Biographical/platform statements may be updated after Monday, April 27, 2026 upon approval by the Elections Committee.

B. Electronic and social media communications by candidates

1. The restrictions in section VI.A. above apply.
2. Confirmed eligible candidates may begin distributing and displaying electronic and social media campaign materials after the Elections Committee receives and verifies that the candidate has submitted a signed 2026 Code of Ethics Pledge.
3. Campaign materials must be placed only on social media sites, pages, or groups that are private and visible only to NOW members.
4. All electronic and social media campaign materials must contain the following disclosure
"Paid for and authorized by [name of individual and/or candidate, city and state, email address and phone number]."

3. Candidates shall promptly provide all addresses of their campaign social media sites to the Elections Committee.
4. Emails sent to potential voters must include a visible unsubscribe option. All unsubscribe requests must remove the requestor from the slate's email list in a timely manner, and not reinstate them unless the voter specifically requests to be reinstated.
5. Electronic communications to NOW members should be used sparingly, options to unsubscribe should be available and visible, and unsubscribe requests should be responded to promptly.
6. Only confirmed eligible candidates may email, text, or call with campaign communications to NOW's National leadership list and conference registration lists. The names, email addresses, and phone numbers of NOW members must be hidden from view at all times.

C. Written materials distributed by candidates at the conference

1. The restrictions in section VI.A. above apply.
2. All written campaign materials must contain the following disclosure:
"Paid for and authorized by [name of individual and/or candidate, city and state, email address and phone number]."
The Elections Committee will confiscate any written materials that do not include this disclosure statement.
2. The NOW logo may not appear on campaign literature or material except incidentally within a photograph of the candidate.
3. No written campaign materials shall be placed in the conference packet other than (1) the Nominating Committee's list of confirmed eligible candidates and (2) the biographical / platform statements posted on the NOW website.
4. No campaign materials may be displayed (except on the human body) or distributed within 30 feet of the entrance to the voting area or inside the registration, credentialing or voting areas at the conference.
5. No one may wear campaign materials or regalia while registering or credentialing conference participants, while serving as a conference plenary speaker or workshop presenter, or while working in the voting area as a member or volunteer of the Nominating, Credentialing, or Elections Committees.

D. Endorsements by non-candidates

1. All Active NOW members may support any slate that they choose.
2. NOW State and Chapter leadership, as individuals, may support any slate.
3. It is recommended that any support provided to any candidate, and/or any endorsement made by States, Chapters, and any of their subsidiary entities, be agreed upon by a fair and transparent process decided upon by that entity.
4. Endorsements by currently-serving Federal and State elected officials are prohibited.

E. Access to conference registration lists

1. At least 60 days before the first day of the conference (April 27, 2026) the Elections Committee shall send each confirmed eligible candidate an electronic copy of the NOW leadership list, including local chapter presidents, state chapter presidents, and current national NOW Board members and Advisory Board members. The list shall include names, e-mail addresses, and telephone numbers where available.

2. At least 30 days before the first day of the conference (no later than Wednesday, May 27, 2026) the Elections Committee shall send each confirmed eligible candidate an electronic copy of the national conference registration list. The list shall include names, postal addresses, e-mail addresses, and telephone numbers where available.
3. Working with NAC staff, the Elections Committee will strive to provide each candidate with weekly electronic updates (including names, mailing addresses, emails, and phone numbers) of conference registrants.
4. Only confirmed eligible candidates may send out written or electronic campaign communications to NOW's leadership list and conference registration list. Outside parties are prohibited from using these lists.

VII. Candidate Forums

1. Candidate forums shall be held in District Caucuses in person at the conference.
2. Each Candidate forum for contested races shall be made available to NOW members from that District who are attending the conference virtually.
3. NOW Elections Committee members and their designees shall moderate the candidate forums.
4. The forums shall include a Q&A session as well as an opportunity for each confirmed eligible candidate to speak at the outset and the closing.
5. The forum moderator shall assign time for Q&A as well as candidate statements, depending on the number of candidates. The moderator shall ensure equal time for all candidates to make their statements and respond in the Q&A session.

VIII. Voting

1. Only members in good standing whose dues are received by the national organization or its appropriate subunits at least 90 days prior to the conference by Saturday, March 28, 2026 and who are duly registered and credentialed for the conference shall be eligible to vote in the NOW Board election.
2. Each member shall have one vote, and may vote only for the Board members who will represent the District of which they are a member.
3. Voting for 2026-2028 NOW Board members will be conducted virtually. Voting will take place on any credentialed voter's personal device (e.g., laptop, tablet, or cellphone). Any voter who needs help to physically cast their vote in person at the Conference shall be assisted by a member or designee of the Elections Committee. The voting helpdesk will be monitored by at least one member or designee of the Elections Committee.
4. The vote of each individual shall be kept confidential, with the exception that any credentialed individual who prefers to vote by voice may do so, with the understanding that their vote will not be confidential.
5. If there is only one set of candidates that meets the requirements, then voting may be held by acclamation during the District Caucus held at the scheduled time of voting, if a motion to do so is made by a member in good standing of that NOW District, and the Caucus participants approve the motion.
6. Preferential voting shall be used in any contested District.
7. The voting period shall remain open for voting for a period of one hour after the conclusion of the Caucus. If any credentialed member is still in line or waiting for helpdesk assistance at the end of the one-hour timeframe, the voting for that District will stay open to enable them to vote.

8. At the close of the voting period, the Elections Committee shall obtain the final count of virtual votes from the vendor.

IX. Media Guidelines

1. NOW's policy statement regarding "Who Speaks for NOW" (adopted by the National Board in July 1978) must be observed.
2. In speaking with the media, candidates and their supporters should remember that their words and social media posts create the world's impression of NOW. Campaign rhetoric that attacks NOW members or their motives should be avoided during interviews. Internal politicking should be avoided in front of reporters and journalists.
3. The NAC will strive to promote positive images of all candidates running for NOW office on a non-partisan basis.
4. The NOW Conference is neutral territory. No campaigning is permitted in the plenaries, workshops, or breakout sessions. National NOW staff and volunteers are prohibited from campaigning (including wearing partisan buttons and paraphernalia) while identified as media workers. Anyone violating the neutrality of the press will be prohibited from working in that area.

X. Candidate Code of Ethics Pledge

Every confirmed eligible candidate must sign and return the Code of Ethics Pledge to the Elections Committee by May 1, 2026.

1. The provisions of the Code of Ethics Pledge shall be enforceable by the Elections Committee in the same manner as the 2026 Election Procedures.
2. All candidates shall inform their supporters regarding NOW's 2026 Election Procedures and Code of Ethics Pledge and shall encourage their supporters to follow these procedures. Receipt of these documents by the candidates indicates that the candidates agree to abide by the election policies and procedures.
3. All election violations found to be valid by the Elections Committee shall be publicized before the voting begins.

XI. 2026 Code of Ethics Rules for NOW Board Elections & Candidate Disclosure Form

As a candidate, I support NOW's commitment to truthful, fair, and clean campaigns for elected office.

Assumptions: *I understand the importance of free, open, sincere, honest, truthful, and intense debate in maintaining exemplary representative leadership. I believe that electoral campaigns are subject to unacceptable levels of negativism, attack advertising, and other practices which demean civil society. I understand that each candidate is fully responsible for fair and ethical practices by or on behalf of his, her or their campaign. These core values are fundamental to our members and are widely shared throughout NOW: honesty, fairness, respect, responsibility, and compassion.*

Principles of Fair Campaign Practices: *My campaign will be committed to the principles of honesty, fairness, respect for my opponent(s), responsibility, and compassion.*

Honesty and Fairness: *I shall emphasize my views, beliefs and experiences. I am committed to an open and public discussion of issues and presenting my record with sincerity and frankness.*

Respect: *I shall behave in a respectful manner toward my opponents and their supporters. I shall not use, or allow to be used, personal attacks, innuendo, or stereotyping.*

Responsibility: *I shall not knowingly or recklessly misrepresent my record or that of my opponents. I shall ensure that my campaign staff and campaign supporters will observe these principles of fair campaign practices. I take full responsibility for all advertising or other statements created or used on my behalf by members and supporters. I shall conduct my campaign with open and public discussion of the issues as I see them, presenting my record and policies with intensity, sincerity and frankness, and criticizing without fear and without malice the record and policies of my opponents. I will not condone or allow outside party advertising which does not meet the principles contained in NOW policy. If such practices are used by outside parties without my approval, I shall repudiate them immediately and publicly upon my knowledge of its occurrence.*

Compassion: *In the conduct of my candidacy, I shall show compassion at all times for my opponent(s). I shall remember that the campaign process is fundamental to representative democracy and that my behavior in the campaign affects the integrity of our organization.*

Signed: _____

Candidate for: _____

Date: _____

CAMPAIGN DISCLOSURE FORM

2026 BOARD MEMBER ELECTION

Candidates' Names: _____

Address: _____

Email: _____ **Phone:** _____

Check One:

Pre-Conference Report, due 05/31/2026. If a campaign fails to file the Pre-Conference Report, conference registration updates will be withheld until the report is received and approved.

Final Report (due 30 days after election)

TOTAL CONTRIBUTIONS

Total Number of Contributions Received: _____

Itemize all cash contributions over \$200 and all in-kind contributions with estimated value >\$50

Donor Name	Cash or In-Kind? (If in-kind, specify what was given)	Amount

TOTAL EXPENDITURES

Actual to date (add more rows if necessary)

Vendor Name	Type of Expenditure	Amount (if \$50 or more)

Anticipated additional expenditures (add more rows if necessary)

Vendor Name	Type of Expenditure	Amount (if \$50 or more)

TOTAL (add more rows if necessary)

Vendor Name	Type of Expenditure	Amount (if \$50 or more)

Code of Ethics Pledge for 2026 NOW Board Elections

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Responsibility: I shall not knowingly, recklessly, or negligently misrepresent my record or that of my opponents. I shall ensure that my campaign staff and campaign supporters observe these principles of fair campaign practices. I take full responsibility for all advertising or other statements created or used on my behalf by members and supporters. I shall conduct my campaign with open and public discussion of the issues as I see them, presenting my record and policies with truthfulness, intensity, sincerity and frankness, and criticizing without fear and without malice the record and policies of my opponents. I will not condone or allow outside party advertising which does not meet the principles contained in NOW policy. If such practices are used by outside parties without my approval, I shall repudiate it immediately and publicly upon my knowledge of its occurrence.

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Signed: _____

Candidate for: _____

Date: _____

Election Complaint Form for 2026 NOW Board Elections

Name of person making the complaint; date of submission	
Date of alleged violation	
Nature of the violation (150-word limit)	
Supporting evidence (PDF or hyperlink preferred)	
Impact and/or risk to the integrity of the election process	

Process:

1. Email the completed form to the Election Committee at electionscommittee@now.org.
2. The Election Committee will provide an opportunity for the accused candidate to respond.
3. The Election Committee will assess the complaint and the response and make a determination.
4. If the violation is determined to be valid, the determination will be available to any NOW member upon request.
5. The Elections Committee will strive to resolve the complaint within 5 business days of receipt of this completed form.