**THE CONSTITUTION AND BY LAWS**

**OF**

**THE VIRGINIA CAMPING CARDINALS**

**A CHAPTER OF THE**

**NATIONAL AFRICAN-AMERICAN RV’ERS ASSOCIATION, INC.**

**Preamble of Constitution:**

**Article I - NAME AND COLORS:**

**Name:** The name of this organization shall be: The **Virginia Camping Cardinals—RV’ers Camping Club**

**Article II - COLORS**

The colors of this organization shall be Red, Black, and White

**Article III - PURPOSE**

1. To unite with owners of recreational vehicles in order to perpetuate and promote the camping experience, and to support educational, ecological and charitable organizations...
2. To be a model RV, Camping/Travel organization that will promote family values, RV owner camaraderie and economic development.
3. To promote wholesome fellowship, fun and recreation.
4. To encourage, promote, and share in regularly scheduled camping trips.

**Article IV - Membership and Fees:**

**Section A.** Type of membership: VCC is a chartered chapter of NAARVA

 and is part of the Eastern Region of the NAARVA National

 Organization. One cannot be an active member of VCC unless

simultaneous membership is also held in the Eastern Region and NAARVA.

Membership:

1. **Active membership:** current membership (dues paid) as an individual or family member at the local, regional and national levels. Membership requires the use of a recreational vehicle. This status carries with it voting privileges for the member, spouse, or significant other.
2. **Inactive membership:** status of a former active member who as a result of personal reasons i.e. sickness, etc. have not kept dues current at the local, regional and national level. Inactive members are anticipated to eventually become active. This status of membership does not enjoy voting privileges. Inactive members or guests who attend VCC rally’s’ must pay a fee of **$20.00 per person**.
3. **Emeritus members:** A member nominated by an Executive Board Member who as a result of illness and/or age is unable to actively participate in club activities. Emeritus members are members with a long-term relationship with VCC and is not expected to return to the active membership roll. Emeritus membership shall be based on 75% of active members voting on such membership. Emeritus dues shall be paid by VCC.

**Section B.** **Fees**

1. There shall be assessed upon each individual or family (per rig) desiring membership in the VCC, annual dues (local, regional, national).
2. The dues shall be paid by **January 31st** of each year. Persons joining VCC after the September/October Outing will not be required to pay membership until the following **Jan**. Annual dues are to be used for operating expenses.
3. All funds and fees from all sources are to be paid to the Financial Secretary.
4. Any member not paid fully by the deadline is to be sent a letter/email notice of delinquency by the Financial Secretary, in coordination with the Recording Secretary. Continued failure to pay is ground for referral to the VCC Executive Committee for action as warranted.

**Section C.** Membership is open to any individual or family with a self-contained recreational vehicle irrespective of race, creed, sex, religion or national origin.

**Section D.** Membershipis consummated by the paying of local, regional, and national dues.

**ARTICLE V** – **Chapter Officers and Committees**

**Section A.** **Elected Officers**

The elected officers of the VCC, which constitutes the Executive Board, shall be:

1. President
2. Vice President
3. Secretary
4. Treasurer
5. Financial Secretary
6. Any other position so designated by the executive board and approved by the membership

**Section B.** **Appointed Officers**

These officers shall be appointed by the President and approved by the executive board. They include, but are not limited to the following:

1. Sergeant-at-Arms
2. Chaplain/Necrologist
3. Parliamentarian
4. Quartermaster

**Section C. Committees**

1. **Standing Committees:**
2. Membership
3. Grievance
4. Auditing and Budget
5. Sunshine Committee
6. Constitution & By Laws
7. Nominations Committee

**Ad Hoc Committees:**

1. Christmas Party Planning Committee
2. Any other committee formed for task-specific functions.

**Section D. Officers**

* + - 1. The Executive Board may remove any officer for actions considered malicious or for malfeasance, misfeasance, or nonfeasance of duties or for conduct which tends to bring ridicule or contempt to the VCC, or which in any way brings discredit upon the VCC.
1. No officer shall be removed from office without due process. Such removal shall be concurred with by at least 2/3 of members present at a regularly scheduled meeting.
2. Officers charged with offenses listed under conditions contained in Section D. (1) above, shall be notified of the charges in writing via certified mail within thirty days of the occurrence, or of the alleged action(s) becoming known. Any officer, against whom charges have been brought, may have the charges adjudicated by the Grievance Committee.
3. Any officer removed from office under Article 5, Section D. (1), shall thereafter be disqualified from holding future offices within the VCC.
4. Any officer may resign at any time giving written notice to the President, with a copy provided to the Recording Secretary. Any such resignation shall take effect on the date of receipt of such notice or at any later date specified therein, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

**ARTICLE VI** – **Executive Board**

**Section A.** The administrative and policy-making powers of the VCC shall be invested in the Executive Board, which is comprised of all the elected officers. Two-thirds (3 of 5) of the Executive Board shall constitute a quorum. The immediate past president shall serve as an ex-officio member of the Executive Board without voting privileges for a period of one year.

**Section B.** Based upon the recommendation(s) of the Executive Board, the Governing Assembly, which is comprised of all active members of the VCC, shall have the authority to: approve or disapprove policies; hear and adjudicate all matters referred to it; set guidelines for the implementation of VCC Club Rules; approve official program implementation procedures; approve annual budgets, and act on other issues brought before it by the Executive Committee.

**Section C.** In the event a decision is required by the Executive Board and it is not feasible, practical, or cost effective to call a meeting, other conventional methods may be used to communicate with board members to obtain a decision (i.e. fax, e-mail, and phone). The President, with concurrence of the Executive Board in an emergency may approve expenditures up to $500 without prior approval from the General Assembly.

**ARTICLE VII** – **ORGANIZATION AND STRUCTURE**

**Section A.** Organization

1. The Virginia Camping Cardinals shall be comprised of all elected and appointed officers, and all dues-paying members of the VCC, who are also dues-paying members of NAARVA & Eastern Region and the VCC. Dues must be current for each level organization to be considered an active member.
2. The VCC Executive Board shall be comprised of all elected officers.
3. The delegation from the VCC to the NAARVA Governing Assembly shall be comprised of three delegates (VCC President and two (2) other members). The President shall choose the two other delegates from other members of the VCC interested in serving as representatives. All members are to be given the opportunity to volunteer. The President shall use a random method (i.e. drawing names from a hat, etc.), if necessary, in order to give each interested member an equal chance to be chosen to represent the club.

**ARTICLE VIII** – **ELECTIONS**

**Section A.** To hold office (elected or appointed) in the VCC, one must be an active member (dues paying) of NAARVA, the Eastern Region, and the VCC.

**Section B.** Elected officers shall serve for a term of two years and may be re-elected for unlimited consecutive terms. There are no term limits.

**Section C.** Elections shall take place in odd years in the manner prescribed by the VCC By Laws (See VCC By Laws SECTION V).

**Section D.** Appointed officers shall be appointed by the President within sixty (60) days after the election of officers. Appointed officers shall likewise serve a term of two years. There are no prohibitions to serving consecutive terms as an appointed officer.

**ARTICLE IX** – **VACANCIES**

**Section A.** The President shall notify the Executive Board immediately of an impending elected officer vacancy. The President shall then make inquiries of members to select a prospective replacement with the necessary qualifications and standing. Vacancies caused by death, illness, resignation, or removal shall be filled by the President with concurrence by majority vote of the Executive Board. Filling of elected officer vacancies must occur within 45 days of the vacancy.

**Section B.** Any vacancy of an appointed officer is to be immediately filled by the President after appropriate inquiries.

**Section C.** Replacements for elected positions created by vacancies outlined in ARTICLE V, Section D.1. Do not require approval by the General Assembly, except for the office of President.

**ARTICLE X** – **ANNUAL MEETING**

**Section A.** There shall be a minimum of two meetings annually; one in April and one in September. Additional meetings may be held as warranted, at the discretion of the President.

**Section B.** An Executive Board meeting shall be held during the weekend of the first yearly outing. Additional meetings of the Executive Board will be held as warranted and directed by the President.

**Section C.** Special meetings of the General Assembly may be called by the President or upon request of 2/3 of members of the Executive Board. Special meetings must be for extraordinary circumstances/matters which require immediate attention of the General Assembly.

**Section D.** A quorum shall consist of at least 25% of the current dues-paying membership. .

**ARTICLE XII** – **AMENDMENTS**

**Section A.** This constitution may be amended at any VCC meeting by majority vote. Amendments will not be proposed unless 50% of dues-paying members are present to receive and act upon the proposed amendment. (Ex: Total club membership of 100 members would require 50 members present to propose an amendment. Approval of amendment would require 26 members to vote yea to the amendment).

**Section B.** Proposed amendments to the Constitution by active members may be submitted directly to the Secretary of the Executive Board, in writing, not later than 30 days prior to the next meeting/outing. The secretary will acknowledge receipt of the proposed amendment and notify the President for board action as necessary. Proposed amendments will be presented to the General Assembly only if voted in the affirmative by the Executive Board.

**BY LAWS**

**OF**

**VIRGINIA CAMPING CARDINALS**

**Section I - EXECUTIVE BOARD – DUTIES AND RESPONSIBILITIES**

1. **PRESIDENT:**
2. The President shall be the chief executive officer of the organization. The President shall appoint all persons and committees not otherwise provided for in the constitution and By Laws (Appointed Officers and Standing Committees). The President shall act on behalf of the VCC in all matters affecting the VCC and other entities which occur between meetings; preside at all meetings; and together with the Treasurer, sign all checks for payment against the VCC in excess of $200. Together with the Treasurer, prepare an annual operating budget. The President shall ensure programs are in effect to promote membership; solicit financial contributions in order to support VCC charitable goals; advertise the VCC and its programs in such a manner and in such publications as will give it high visibility. The President shall create select (standing) and special (AD HOC) committees and/or positions as the General Assembly deem necessary or desirable to carry out the programs of the organization. The President shall carry out all duties usually performed and expected of a chief operating officer.
3. The VCC shall pay the President’s or his/her designee’s registration fee at the National NAARVA Rally. President may submit a voucher for payment of National Rally registration fee no later than 90 days before beginning of National Rally, and must provide verifying documents of registration to Treasurer not later than 60 days after end of rally.
4. **VICE PRESIDENT:**

 The Vice President shall assume the office of the President in the event the office of the president becomes vacant for any reason. The Vice President shall preside at all meetings in the absence or incapacity of the President. The Vice President will administer the constitution and bylaws standing committee.

1. **RECORDING SECRETARY:**

 The Recording Secretary shall be the custodian of VCC records. The Recording Secretary shall keep a file of all dues-paying members with contact information; keep in permanent form complete and accurate records of all general membership and Executive Board meetings. These files become part of the historical records of the VCC. Shall prepare and distribute to the Executive Board the minutes from the preceding meeting on Friday before the next meeting; Provide communications/information of club-wide interest to the general membership; Prepare a separate list of items/issues approved by the Executive Board for distribution (electronic or hardcopy) to the general membership; Shall serve as recorder at Executive Board meetings; prepare, distribute, and present the minutes at each meeting; coordinate with the Treasurer to ensure an accurate and up-to-date roster 0of current members.

D. **FINANCIAL SECRETARY:**

The Financial Secretary shall keep correct financial books between the organization and its members. He/she shall receive all funds due the organization from any source and forward same within forty-eight hours (or as soon as practicable) to the Treasurer. He/she shall provide the Executive Board and the members a copy of the financial report at each meeting. The Financial Secretary shall send a letter/email of delinquency to members who have not paid all dues by March 15th. Notifying them their dues are not current. Perform other duties as directed by the President.

E. **TREASURER:**

 The Treasurer shall receive all funds due the organization from the Financial Secretary; render him/her a receipt and forthwith deposit same in the bank designated as the depository by the organization. The Treasurer shall disburse funds by check up to $200 to satisfy financial obligations of the VCC. Obligations exceeding $200 requires the approval of the President. Shall keep an accurate and current record account of all funds disbursed, to include amount, date, recipient, and purpose; Shall sign as the authorized VCC official on disbursements not to exceed $200. Routine expenditures i.e. Recording Secretary administrative supply reimbursements, and routine payment of dues to NAARVA and Eastern Region do not require further authorization; Shall obtain the signature or authorization of the President, as co-signer for disbursements above $200, except as noted (If, because of distance constraints, it is impractical to obtain the President’s signature, telephonic or e-mail authorization will suffice. However, memorandum for record will be prepared and attached to voucher); Shall, in concert with the Chaplain, ensure that all funds raised during church services are earmarked as “charity” funds, and disbursed yearly to charity or non-profit organizations; Shall prepare in coordination with the Financial Secretary, a draft budget by February of each year and assist the President in developing the final budget; Present all financial records for examination or audit by January of each year; Per auditing analysis, make all necessary corrections, changes to VCC’s financial records by April 30 of each year; perform other duties as required that are relevant to the office.

**SECTION II** – **APPOINTED OFFICERS: DUTIES AND RESPONSIBILITIES**

1. **Sergeant-at-Arms:**

The Sergeant-at-Arms shall assist the President in keeping good order and discipline during meetings; during voting the Sergeant-at-Arms shall check and verify voting status per the Secretary’s Active Members Roster; perform other duties as outlined in Robert’s Rules of Order and the By Laws of the VCC.

1. **Chaplain/Necrologist:**

 The Chaplain shall serve as the religious monitor for the VCC; direct the religious affairs and programs for the club; offer prayer to open all club meetings and activities as directed by the President; be available to assist in all religious services (memorial services) or bereavements; request, receive and record the names of deceased members in the Newsletter, in coordination with the Recording Secretary. Provide recommendations to the Executive Board, in coordination with the Treasurer and Recording Secretary, on distribution of “charity funds” collected during rally church services. Approval authority of charity fund distribution is the Executive Board.

1. **Parliamentarian:**

 Provide procedural guidance at all meetings in accordance with “Roberts Rules of Parliamentary Procedures.” Perform other duties as prescribed in the VCC By Laws or as directed by the President.

1. **Quartermaster:**

 Shall be responsible for the procurement, distribution, management, and storage of all items, clothing and otherwise, bearing the VCC logo. All funds needed for purchase said items are to be obtained from the Treasurer. All funds from sale of said items are to be turned over to the Treasurer for deposit.

1. **MEMBERSHIP AND WELCOME COMMITTEE:**

The new name of the membership committee will be the Membership and Welcome

 Committee.

**Section III** – **Standing Committees**

1. **Constitution and By Laws Committee:**

 Shall be appointed by the President and serve for two years. There shall be no term limits for service on this committee. Shall be responsible for keeping track of and recording of all General Assembly approved changes and amendments to the VCC Constitution and By Laws. Shall incorporate said changes into the Constitution and By Laws as directed by the President.

1. **Grievance Committee:**

Appointed by the President, this committee shall receive in writing all complaints of grievance by members of the VCC; provide confidentiality to the grievant, discuss grievance’s complaint and provide recommendations to the Executive Board as to resolution of the grievance in a timely fashion (30 days).

1. **Auditing Committee:**

Comprised of no less than three members (Executive Board members are prohibited from serving on this committee) Shall, on a regular basis but not less than yearly, review all files, receipts, vouchers, and financial documents of the Treasurer for correctness and proper accountability. A report of such review shall be provided to the Executive Board within 30 days of the review, and subsequently to the General Assembly at a regularly scheduled annual meeting.

 **Membership Committee:**

Comprised of at least three members, shall assist in developing programs, literature and other activities designed to increase membership in the VCC. This committee shall work under the direction of the Vice President.

1. **Sunshine Committee:**

The Sunshine Committee will be responsible for implementing the following guidelines:

1. When a VCC member is hospitalized, a get-well card with a monetary donation of **$25** will be sent to the member as soon as possible. This gesture will be limited to one time in a calendar year per member. If there are repeated instances of hospitalization for the same member within a calendar year, only a get-well card will be sent after the first hospitalization.
2. When a member is sick, but is not hospitalized, a get-well card will be sent to the member.
3. In the event of a death of a family member (child or parent) of an active member, a sympathy card along with **$25** will be sent to the member.
4. In the event of the death of an active member or spouse, **$75** along with a sympathy card will be sent to the member or spouse, as appropriate.
5. The President, with input from the Chaplain, will determine if the membership will be informed of sickness or death via the Newsletter, e-mail, or by activation of the telephone tree. If the decision is to activate the telephone tree, it will be activated by the chairperson of the Sunshine Committee using an updated membership list obtained from the Recording Secretary.

**F. NOMINATING COMMITTEE** Members of the nominating committee will be appointed by the President in even years. The committee will be comprised of three active members who are not part of the Executive Board. The chair of the committee will be designated by the President. The committee will formed not later than the last meeting of the year in a President’s first year of office. It will be responsible for reviewing and revising, as necessary, the procedures and guidelines for selecting persons to serve in elected offices. The committee will solicit candidates for each elected office, ascertain their qualifications for office, develop and present a slate of candidates for office at a meeting determined by the committee, but no later than the second rally of the President’s second year of office. The committee will obtain biographical information and candidate’s goals for office and publish them for General Assembly review. This may be accomplished via the newsletter, e-mail, separate mailings, or other means determined by the committee. The committee, will present the final slate, prepare the ballot, conduct the election, count and verify the vote, and present the results to the membership in accordance with the provisions of the By Laws

**Section IV – Ad Hoc Committees** .

A. Christmas Party Planning Committee

B. Other task-specific committees (as warranted).

**SECTION IV** – **ELECTIONS**

1. The election of officers shall be held in odd years or as necessary. Term of office for all elected officers shall be two years. There shall be no term limits and officers may serve unlimited consecutive terms.
2. Candidates for all officer positions shall be current dues-paying members of the VCC, Eastern Region, and NAARVA. There shall be no exceptions to this requirement.
3. Candidates for elected officer positions ideally will have available to them technology skills which will allow them to use, process and distribute information expeditiously and accurately.
4. Newly elected officers shall assume office at the beginning of the calendar year, or if filling a vacated position, immediately upon being elected.

**SECTION V** – **ELECTION PROCEDURES**

1. Not later than October of the first year of term of office, the President shall appoint a member in good standing to chair a three-person nominating committee. This committee will:
	1. Screen all eligible members in good-standing as possible candidates for each of the elected positions. Contact these individuals personally to ascertain their willingness to be a candidate for nomination to each of the respective elective officer positions. Once possible nominees are identified for each elected position, a “slate” will be prepared for presentation to the General Assembly at the June Rally of the odd year. Nominations from the floor will be accepted by the Chair of the Nominations Committee and added to the “slate” at any time up to the SEP/OCT rally. At the SEP/OCT rally a ballot containing all the names on the slate will be made available for voting. The nominations committee will be responsible for the conduct of the election process. A majority of votes on returned ballots will determine the winning candidate for each elected office.
2. The Nominations Committee will conduct the installation of officers at the annual Christmas Party, or at a time determined by the outgoing President.
3. Newly elected officers will assume their positions upon being sworn in with an effective date of January 1 of the New Year.

**SECTION VI – FISCAL YEAR: The fiscal year for the VCC shall commence on January 1, and end on December 31.**

**SECTION VI DUES/FEES**

1. Dues shall be assessed per family/rig.
2. Dues shall be paid annually by **January 31st**. Dues received from new members joining September 1, or later, will be applied to the following fiscal year.
3. Dues shall be paid to the Financial Secretary, who will, in turn, provide the Recording Secretary the names, amount, and dates of all payments.
4. In order to vote on VCC business matters, dues for NAARVA, Eastern Region, and VCC must be current.
5. Non-VCC members attending VCC campouts/rallies will pay **$20.00 per person** in addition to other campground fees.
6. If there are more than 4 people in a rig, there will be a $5.00 per person charge beginning with the 5th person.

**SECTION VII – CAMPOUT GUIDELINES**

1. Members are expected to conduct themselves in an orderly manner at all times.
2. Members are responsible for the actions of their children, guest, and pets.
3. All members are responsible for adhering to campground rules and policies
4. Wagon Masters are responsible for informing members of specific resort rules and regulations i.e., insurance requirements, entry rules, etc. These specific rules notices are to be included in the outing announcement notices.
5. The Wagon Master shall be responsible for coordinating all aspects of the campout and outing functions at the campground, and serve as the principal liaison between the VCC and the campground management.
6. **Up to Seven Hundred Dollars for 1-35 units, or up to Eight Hundred dollars for 36 units and above will be allocated to each Wagon Master to cover food costs related to the campout. Costs for condiments and other supplies supportive of the “rally meal” are not included in the allowance.**
7. All VCC member complaints concerning the campground are to be routed through the Wagon Master. If the complaint cannot be resolved by the wagon Master, then the President and/or Executive Board are to be involved.

**SECTION VIII – WAGON MASTER GUIDELINES**

1. VCC Group Wagon Master Guidelines
	* + 1. Purpose: To provide guidelines for the standardization of campouts/outings hosted by the group wagon. These guidelines are intended to ensure club member unity, involvement and participation. Although the wagon masters have the “lead” in preparing for outings, all the members of the groups are responsible for ensuring a successful campout.
			2. Responsibilities:
				1. Select the desired month for which your group will host an outing (April, June, August, September, and October).
				2. One year out, or as far out as practicable, select a campground of choice which will accommodate at least 50 rigs. Campgrounds ideally will have full hookup facilities, meeting room or a pavilion which will accommodate at least 80-100 people.
				3. Coordinate with the campground manager/representative and work out the following details: group size; number of desired sites; site costs and available discounts; meeting room/pavilion use; kitchen use as applicable; method of reserving sites by members; specific campground rules, i.e.gate fees, insurance requirements, check-in/out times, etc.
				4. Prepare a letter/email with all pertinent information, i.e. date of outing, cost and discounts, location with directions from several highways/locations, etc. Letter/email should be sent to all members via USPS/Internet not later than 60 days prior to the rally. VCC mailing labels will be provided for member without email accounts by the VCC Recording Secretary. Costs for mailings of outing notices are separate expenses and are not inclusive in the Wagon Master fees in Section VII (F) above.
				5. Check with the prior outing wagon master to obtain an inventory of existing paper products. Purchase what is needed and keep a separate receipt of purchases. Paper products and other condiments purchases are not inclusive in the $700 wagon master budget. Wagon Masters are authorized to receive advance payment of the $700. At the conclusion of the outing, conduct an inventory of condiments and paper products available for the next outing. Provide this inventory to the succeeding wagon master. Within 30 days following the outing, provide all receipts and supporting documents of rally expenditures to the Treasurer.
				6. The communal meal can be as extensive or as simple as the wagon master and designated group feel they are able to handle with the $700 meal appropriation.
				7. If a refundable deposit is needed to secure the camp site, contact the treasurer for an advance.
				8. Ensure a roster is developed (either by the wagon master or the campground) to account for all members who will attend (have paid for) the outing.
				9. Make contact with the campsite/RV Park monthly to ensure preparations are going according to plan. Coordinate with the Campsite/RV Park on a weekly basis the last 30 days prior to the outing to ensure plan is evolving smoothly.
				10. Ideally, the wagon master or a district group representative should arrive at the campsite one day prior to the start of the outing to handle last-minute problems and to be on hand to welcome and assist in parking of rigs.
				11. Assign appropriate tasks to other district group members upon their arrival. Wagon Masters should not get bogged down performing tasks which should appropriately be handled by district group members.
				12. Coordinate with the VCC President/Recording Secretary for appropriate distribution of the Outing Agenda (ideally, the agenda should be distributed during the outing registration process).
				13. Ensure someone is designated to conduct the 50/50 raffle.
				14. Perform other duties as required which will facilitate a successful and fun-filled campout.
	1. VCC GROUP TASKS
		* 1. Purpose: The following tasks are for the host group members. They are intended to ensure host group participation in welcoming members to the rally and ensuring a smooth and fun-filled weekend.
			2. Responsibilities:
				1. Meet and greet club members at the registration location and assist in site identification and parking. This is especially important for nighttime arrivals.
				2. Provide campground maps (as appropriate) and guide members to their parking site.
				3. Setup and prepare campfire for Friday night activities and subsequent cleanup (optional).
				4. Setup and prepare for Saturday morning Continental Breakfast and cleanup (Optional).
				5. Setup and prepare for Saturday Dinner (Optional).
				6. Setup and prepare for Sunday morning Continental breakfast (Optional).
				7. Setup and prepare for Sunday morning worship Service.

NOTE: All members of the VCC are encouraged to assist at all campouts in whatever manner you can.

* 1. VIRGINIA CAMPING CARDINALS GROUPS:
		1. Purpose: To harness the power of members by forming membership groupings. These groupings provide the primary support to Wagon Masters
		2. Group Listing:

GROUP 1 – Membership Committee

GROUP 2 – Grievance Committee

GROUP 3 – Auditing and Budget Committee

GROUP 4- – Sunshine Committee

GROUP 5 – Constitution & By Laws Committee

GROUP 6 – Nominations Committee

UPDATED 2022

Proposed for Approval by General Assembly April 23rd 2022