

2022 ANSONIA YOUTH CHEER Inc.

BYLAWS

ARTICLE 1: Title

(1.1) The name of this organization shall be Ansonia Youth Cheer, Inc., hereinafter “AYC.” AYC may change their name through a vote held by its Executive Board.

ARTICLE 2: Affiliation

(2.1) AYC is a member of the Shoreline Youth Football and Cheer Conference Association League, hereinafter “SYFC.” SYFC is a member and follows American Youth Cheer rules/guidelines.

(2.2) AYC is a member of the SYFC, which follows the age appropriate guidelines as outlined in the National American Youth Cheer rule/guidelines. Noncompetitive cheerleading is offered to children 5-8 years old. It is considered instructional, which provides instruction and guidance to the qualifying participants to develop the skills, techniques and strategies necessary to become familiar and proficient with the subject/activity. Competitive cheerleading is offered following the SYFC and American Youth Cheer rules/guidelines and considered inclusive, which provides the opportunity for the qualifying participants to participate in the activity whereas participation is emphasized over competitiveness. There are no selections or “tryouts” conducted to determine qualification for participation, however selections and tryouts may be conducted to determine appropriate participant placement within the program.

ARTICLE 3: Purposes

(3.1) To foster and promote Ansonia youth to participate in cheerleading. To inspire Ansonia youth to practice the ideals of sportsmanship regardless of race, color, sex, creed or national origin, and to bring Ansonia youth together through the means of a common physical fitness and athletic competition.

(3.2) To provide Ansonia youth with a program where they will receive instruction wherein participants will receive instruction on the fundamental skills of competitive cheerleading.

(3.3) To enable children the benefit of participation in team sports and activities in a safe and structured environment. Through active participation in the Ansonia Youth Cheer, Ansonia youth will learn fundamental values, knowledge, and skills that will aid them throughout their life pursuits.

(3.4) The organization is organized exclusively for charitable, religious, educational, and scientific purposes under section 501(c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

(3.5) The safety and security of all program participants shall be reasonably ensured.

- (3.6) All program participants shall be reasonably protected from threats, intimidation and bullying.
- (3.7) The program shall be operated in a cost efficient and fiscally responsible manner.
- (3.8) All qualifying and eligible participants shall be provided equal access to participation.
- (3.9) All program participants shall be treated with respect and in a professional manner.
- (3.10) The program shall communicate candidly and in timely fashion with all program participants.
- (3.11) All program business shall be conducted in an ethical manner.
- (3.12) All COA property shall be treated with care and shall be reasonably protected from damage.
- (3.13) Local, state and federal policies, ordinances and laws shall be observed and reasonably enforced.
- (3.14) The practice or appearance of bias or discrimination based on gender/identity, age, religion, or race shall not be allowed.

ARTICLE 4: Governing Body

- (4.1) The governing body of AYC shall consist of the AYC Executive Board, whose officers shall be elected every year commencing February each year (hereinafter referred to as the “Annual AYC Election”) with the exception of the Disciplinary Coordinator which will be an appointed position.
- (4.2) The AYC Executive Board shall consist of the following officers: President, Vice President, Treasurer, Secretary, Disciplinary Coordinator and Cheer Coordinator. All of whom are eligible to vote on program matters during the Executive Board Meeting
- (4.3) Candidates for the AYC Executive Board must be Active Members of AYC as that term is defined in Section 4.5 of this Article.
- (4.4) Only Active Members of AYC, as defined in Section 4.5 of this Article, are eligible to vote on candidates for Executive Board offices.
- (4.5) “Active Members of AYC” are defined as an Ansonia resident 21 years of age or older who is also:
 - a. The documented parent or legal guardian of a child who was enrolled in an AYC program within one calendar year preceding the election; or

- b. A documented regular volunteer for AYC within the calendar year immediately preceding the election.
- c. Non-Residents of Ansonia must live in a town that does not have an American Youth Football/Cheer program.

(4.6) In the event of a tie between candidates for an AYC Executive Board office, a runoff election will be held.

(4.7) In the event that an AYC Executive Board position becomes vacant prior to the Annual AYC Election, the remaining members of the AYC Executive Board shall nominate and elect an active member of AYC to fill the vacant position.

(4.8) Any member of the Executive Board may be removed, for cause, by a vote of the Executive Board members.

(4.9) Any party involved in or with the AYC shall acknowledge the following hierarchy of authority: Head Coach, Cheer Coordinator, and Executive Board.

(4.10) The governing body shall specify how funds are to be collected, accounted for, accessed and dispersed.

(4.11) A Treasurer shall be named and assigned the primary responsibility to ensure the financial policies of the program are executed faithfully and that all such transactions are dutifully recorded and disclosed.

(4.12) The Treasurer shall attest to the accuracy of all budget and financial reports. Expenditures shall be executed in accordance with the budgeted investment/expenditure amounts. Additionally, the President or other Executive Board member shall provide corroborating validation.

ARTICLE 5: Meetings

(5.1) Executive Board Member Meetings shall be held each month, and Executive Board Members are required to attend not less than two-thirds (2/3) of the monthly meetings.

(5.2) Special Emergency Meetings may be called, provided that not less than twenty-four (24) hours notice.

(5.3) Meeting schedules will be publicized through the program website and social media accounts. Meetings shall be announced publicly at least 48 hours in advance of the scheduled meeting start time unless the meeting is of an urgent nature and the minimum notice cannot be reasonably accommodated.

(5.4) Except in the event of an emergency meeting, which shall be authorized by a majority vote of those present and voting only in those circumstances permissible by law, no regular meeting may be closed without completing the following order of business:

Call meeting to order
Pledge
Roll call
Approval of Minutes
Public session
President's Report
Treasurer's Report
Cheer Coordinator Update
Fundraising Update
Discussion of Business
Executive session (if needed)
Adjournment

The Roberts Rules of Order newly revised will apply at all meetings.

(5.5) Meeting Minutes shall be published and made available to the public.

(5.6) All public concerns which are presented at the Executive Board meeting in writing shall be published with the submitter's permission.

ARTICLE 6: Voting

(6.1) At all meetings and in all votes, votes shall be via voice, unless the result is challenged by a member, at which time the votes shall be taken via roll call. Pressing matters or motions that need immediate attention may be voted on within 48 hours of the presented motion to ensure a speedy remedy to the concern. Executive Board members may appoint proxies and/or surrogates and may cast votes by electronic mail and or electronic correspondence (text).

ARTICLE 7: Duties of the Executive Board

(7.1) The duties of the Executive Board are to direct and promote the Ansonia Youth Cheer Program and to meet the needs of the coaching staff and cheerleading teams.

(7.2) The Executive Board shall act as overseers of all policies of Ansonia Youth Cheer. It shall make decisions on any issues or problems relating to the program. Decisions shall be made on a majority vote basis. In order to hold such a vote, the presence of not less than four (4) members shall constitute a quorum and shall be necessary to hold a vote on AYC business.

(7.3) The President oversees all activities of the program and has the power to call special emergency meetings upon 24 hours' notice, appoint special committee chairpersons to help with program activities, approve any correspondence or financial payments, totaling less than \$300, coming in or out of the program, and direct all operations of the program when the Executive

Board is not in session. The President shall be an additional signatory on the Ansonia Youth Cheer bank account. The President shall also serve as the Public Relations Contact. The President and Vice President shall be responsible for the coordination of community giveback activities. The President must execute the aforementioned powers in good faith and with the best interests of the program in mind.

(7.4) The Vice President shall preside over all program operations and activities in the absence of the President or by the direction of the President. The Vice President shall act as the Interim-President if the President resigns or is prematurely removed during a membership year. Vice President shall be an additional signatory on the Ansonia Youth Cheer bank account. The Vice President shall also serve as the Public Relations Contact. He/She shall also be responsible for any duty the Executive Board designates to this position.

(7.5) The Treasurer shall maintain a complete account and record of all receipts and expenditures submitted. The Treasurer shall make available monthly financial statements for the first Executive Board meeting of the month. He/she will be the primary signatory on the AYC account and the primary person responsible for depositing all monies received in the program. The Treasurer shall initiate and account for all expenditures approved by the Executive Board. The Treasurer shall also be responsible for any duty the Executive Board designates to this position.

(7.6) The Secretary shall be responsible for recording the activities of the Executive Board and maintaining appropriate files, mailing lists, and all other records/letters pertaining to AYC. The Secretary shall also perform such duties as are customary to the office of Secretary or as may be assigned by the Executive Board. The Secretary shall notify the Executive Board if members do not meet the attendance requirements of being present at 2/3 of yearly meetings. The Secretary shall keep the minutes of the meetings and record them in a book kept for that purpose. The Secretary shall deliver copies of the minutes to all members of the Executive Board at least three (3) days prior to the next regularly scheduled meeting. The Secretary in conjunction with the President, shall set the agenda for the meetings, and shall deliver the prospective agenda to all Executive Board members at least one (1) day prior to the meeting. The Secretary shall conduct all correspondence not otherwise specifically delegated. The Secretary shall maintain files, updated yearly, on the activities and correspondences of the Association.

(7.7) The Disciplinary Coordinator shall be responsible for all grievances and will follow all procedures set forth in Sections 10-13 of this document.

(7.8) Cheer Coordinator shall coordinate and oversee all cheerleading activities. He/She shall be responsible for any duty the Executive Board designates to this position. He/She shall attend all CYSC monthly meetings and special meetings, or arrange to send a proxy. He/She shall delegate to the Head Coaches the assurance of the eligibility of players and, with the assistance of said Coaches examine the application and supporting proof of age documents of every registrant, and certify to the eligibility of the registrant before being placed on an official roster. Shall represent the interest of the participants and shall be responsible for conducting the affairs of the Cheer teams (as applicable) in compliance as Executive Board mandates. The Cheer

Coordinator is responsible for communicating with the Executive Board regarding matters pertaining to the participants and for seeking the Executive Boards approval on major initiatives. The Cheer Coordinator shall be responsible for the coordination of community giveback activities and scheduling of volunteers.

An Equipment Manager shall be named and assigned the primary responsibility of caring and accounting for such equipment. All AYC owned equipment shall be inventoried and accounted for at the end of each season. Changes to the last inventory shall be documented with reasons stated for changes. The storage of such equipment shall be identified. All persons with access rights and privileges to such equipment storage facilities shall be identified by the Equipment Manager, who shall be responsible for administering such access rights and privileges. The purchase or lease of equipment and equipment-related services shall be executed in accordance with the budgeted investment/expenditure amounts. Any deviations shall be approved by the ARC in advance.

(7.9) A budget shall be submitted by the Treasurer and approved by the Executive Board at the start of the programs fiscal/seasonal year and shall be updated as necessary to reflect expected changes as soon as they are known.

(7.10) The Executive Board reserves the right and is responsible for deciding and solely communicating any decisions regarding the AYC Program to coaches, participants and their families.

(7.11) The subcommittee underneath the Cheer Coordinator shall assist the Cheer Coordinator in various responsibilities that are deemed necessary for the Executive Board. The committee shall not have voting rights on AYC business.

(7.12) The fundraising coordinator(s) shall assist the Executive Board to support expenses for the program and participants. There will also be a committee underneath the fundraising coordinator(s) to help assist in the operations and communication to all participants. The fundraising coordinator(s) nor subcommittee shall not have voting rights on AYC business.

(7.13) The Executive Board will conduct an annual review of the program, and provide participant handbooks specifically stating all AYC Program requirements and expectations of any individuals associated with AYC (i.e. coaches, participants, parents and volunteers).

ARTICLE 8: Duties of the Coaches

(8.1) Anyone who wishes to volunteer as a head coach or assistant coach must be approved by the Executive Board and the Cheer Coordinator. The applicant shall be recommended/nominated by one member of the Executive Board to the Executive Board. A vote will be taken – majority vote is necessary to approve applicant for head coaching position. Head coaches will be appointed by the Cheer Coordinator (if necessary).

(8.2) Positions will be advertised through the Ansonia Youth Cheer website and through mass email to every parent in the entire program.

(8.3) Background checks will be done through the American Youth Football and Cheer National Background Check Program which is Kidsafe Plus. No one will be allow to coach, assist coach or volunteer at any time without previously passing a background check. The President will be the only person to review the reports and make fair and balanced decisions on participation.

(8.4) All coaches through their appointment to coach are bound by the “Coaches Pledge”, “Coaches Code of Conduct”, and “Standard of Conduct”. All coaches must be approved by AYC. Coaching assignments are for one season only and are automatically terminated at the close of each season. Coaches must be re-appointed and approved by the Executive Board annually. AYC determines the close of the season, which must not exceed past the “end of the season banquet”.

(8.5) Once appointed by the Executive Board, Head Coaches shall promote the rules and fundamentals of the sport, and they will instill sportsmanship, honesty and fairness into each athlete. Head Coaches are responsible to provide Assistant Coaches with direction and to maintain attendance records of all coaches and players at practices and events. Each Head Coach must maintain his/her certification as required by SYFC. Each Head Coach must designate an Assistant Coach to carry on the aforementioned responsibilities in his/her absence. The Head Coach can assist the Cheer Coordinator to perform the aforementioned tasks.

(8.6) Each Head Coach must also adhere to all National AYC and SYFC requirements. Head coach must be at least 21 years of age. Assistant coaches must be at least 18 years of age. Each team must have the head coach and an assistant coach or team trainer who is the holder of a current Red Cross Certificate in Community CPR and First Aid or its equivalent. A copy of the certification card must be in the team book. All AYC participating head and assistant coaches of cheer are required to complete the AYC online ASEP coach’s course found at www.ayfcoaching.com. This course must be completed before the start of the season. Additionally, all head and assistant coaches must complete the CDC and NAYS concussion courses, NAYS Bullying Prevention Training and Mandatory Reporter Training to be listed and rostered as a coach. Test results from completion of the course must be placed in the team book.

(8.7) Each teams coaching/personnel staff may include and is limited to the following:

- One (1) Head Coach
- Four (4) Assistant Coaches
- Four (4) Student/Junior Demonstrators
- One (1) Licensed Trainer

Only rostered coaches, demonstrators, trainers and Executive Board members will be allowed to accompany the team on the sidelines and at events. All rostered personnel must have a background check completed.

(8.8) Student Demonstrators as defined in the AYC guidelines shall be recommended in writing to the Cheer Coordinator by August 1st. Their duties shall be outlined by the Executive Board.

(8.9) Coaches shall resolve any disputes over conduct, parental misconduct, or any and all actions questionable after a given incident has occurred. Disputes shall be resolved using the appropriate hierarchy of authority.

(8.10) All Head Coaches, Assistant Coaches, and/or people associated with, and/or dealing with children of the AYC program shall not participate in the consumption of alcohol, intake of a controlled substance or recreational drugs before, during or between practices, competitions or any other AYC event. If it is found that any person involved in the program participated in any of these program violations he/she shall be automatically removed from the program without warning.

ARTICLE 9: Regulations

(9.1) Ansonia Youth Cheer Program shall abide by all rules and regulations set forth by SYFC and American Youth Cheer, which Ansonia Youth Cheer is a member of.

(9.2) The Ansonia Youth Cheer Program year shall run on an annual basis. The year/season shall begin on February 1st and shall end by January 31st of the following year.

(9.3) Participants will be solicited through flyers passed through age appropriate schools and emails to past registrants. All advertisements of any form that are intended to benefit from COA facilities, resources, personnel or services must first be approved by the Recreation Director. All age appropriate children will be placed into their respective age division.

(9.4) Registration must be paid in full by the posted deadline. No equipment or uniforms will be issued if there is an unpaid balance for registration. If the season's registration fee is not paid in full by the posted deadline, the participant can potentially be placed on a waiting list if the roster is full. Also, the participant will not be allowed to attend the end of the season banquet nor receive an end of the season participation gift. AYC is not mandated to hold an end of the season banquet nor provide participation gifts; any banquet or participation gifts will be held/distributed at the discretion of the Executive Board. In order for a participant to register for a new season, there must not be an outstanding balance/any monies owed to AYC. If registrant is traveling to a national competition and there is monies available from fundraising efforts; no monies will be distributed to any participant not having an account in good standing-meaning zero balance.

Any fundraising monies collected per registrant planning on traveling to Nationals will be applied to any outstanding balance owed to AYC before any monies are applied back to registrant. If a registrant commits to compete at the Regional Cheer competition, they must advance to the National competition per the handbook. If a registrant does not attend a National Cheer Competition after committing to do so, they will not be permitted to register for one year.

Three year participation jackets will be awarded to all participants in cheer after completing three consecutive years of competitive cheerleading.

(9.5) AYC shall not issue any refunds to its participants after the participant has completed the first 5 consecutive days of practice/conditioning. Refunds will be reviewed on a case by case basis.

(9.6) Any failure, by a participant(s), to return program equipment in acceptable condition the participant(s) shall be fully and wholly responsible for full replacement costs.

(9.7) Cheerleading teams will be eligible for the State and Regional competitions in accordance with SYFC guidelines. Competitive Cheerleading teams will follow American Youth Cheer guidelines regarding advancement to National Competition.

(9.7.1) The Executive Board reserves the right to hold an emergency meeting and conduct a vote to determine if a team places 3rd at the New England Regional competition will be allowed to advance to Nationals.

(9.8) Student demonstrator eligibility shall be determined by criteria set forth by American Youth Cheer national rules/guidelines.

ARTICLE 10: Disciplinary Actions for the Executive Board and Coaching Staff

(10.1) All complaints shall be filed in writing with the President of the Ansonia Youth Cheer Program. Said complaints shall be filed within 48 hours of the incident. Incident reports may be filed with the President in-hand or they may be mailed to President's current address. If the complaint is made against the President, said complaint shall be brought to the Board of Recreation Director.

(10.2) All fines imposed by the league against a coach are payable directly by the coach. The time frame in which said fines must be paid shall be provided to the coach at the time fines are imposed. If a coach fails to pay said fine, his/her coaching privileges shall be suspended.

(10.3) Disciplinary actions for coaches shall be voted upon at the next properly scheduled Executive Board meeting. If said complaint is deemed to be urgent/emergent in nature, an emergency meeting shall be called.

ARTICLE 11: Disciplinary Actions for Participants

(11.1) Each AYC participant, who meets the requirements set forth by SYFC and American Youth Cheer, shall be provided written rules and regulations which have been developed and approved by the Executive Board. Generally, participants are males and females who range in age of Five (5) to Fourteen (14) years old per National AYC guidelines, rules and regulations. Each participant shall be required to sign an acknowledgement that they have received and understand the program's rules and regulations. Executed acknowledgement forms shall be filed in the team book.

(11.2) Coaching staff and Executive Board shall aid participants in understanding and adhering to the program's rules and regulations.

(11.3) Either a Head Coach or Assistant Coach shall complete an incident report within 24 hours of the incident. The Coach, the participant and the parent must sign the incident report, which will then be given to the Cheer Coordinator. If any involved party refuses to sign said incident report, a witness to refusal shall sign in their stead. The incident shall be addressed pursuant to the hierarchy of authority, as outlined by the AYC Bylaws.

(11.4) Participants who receive one incident report shall receive a warning. If a participant receives a second incident report; said report shall be referred to the Executive Board. The Executive Board shall determine the necessary disciplinary action and communicate such with the participant's parents/guardians.

ARTICLE 12: Disciplinary Actions for Adults and Parents

(12.1) While at an AYC event, practice or competition, any adult who verbally abuses, attempts to intimidate, behaves in a flagrantly rude manner, or cannot control his/her language and/or actions with an official or AYC volunteer shall be asked to leave the AYC event. He/She shall receive a written warning regarding his/her behavior.

(12.2) In the event that an adult commits a second similar offense, he/she shall be banned from all AYC events for the remainder of the season. Their child(ren) may continue the remainder of the season as long as another parent/guardian or responsible adult will take responsibility for the child(ren) for the remainder of the season. In the event of such removal, the AYC shall NOT refund registration fee monies.

(12.3) In the event that an adult "physically assaults" an official, coach or AYC volunteer, participant or parent he/she shall be banned from the AYC program. Said removal shall be for a period of not less than one year. Said year shall begin running from the date of the offense. In the event that an adult commits a second offense, he/she shall be permanently banned from the AYC program. These disciplinary actions will not affect the child(rens) participation in the AYC program as long as another parent/guardian or responsible adult will take responsibility for the child(ren) for the disciplinary period. The term "physical assault" includes, but is not limited to: hitting, slapping, pushing, spitting, kicking or striking the person of another in any way with any part of the body or any physical implement.

ARTICLE 13: Grievances & Appeals

(13.1) Any grievance, complaint and/or concern must follow a certain hierarchy of authority to ensure that the situation is handled appropriately for all parties involved.

(13.2) Initial situation must first be directed to the appropriate head coach. The coach must then file an incident report within 24 hours of the reported grievance. The appropriate documentation must be disseminated with copies going to the initial person with the grievance, the coach and to

the Disciplinary Coordinator. If the situation remains unresolved, the next course of action would be to have the grievance reviewed by the AYC Executive Board for resolution. The Recreation Director shall be included in the review process. The ARC appointed Liaison shall be invited to the review process for the purpose of observing the review process. Such review shall include reasonably available evidence and witness testimony. The alleged violator shall be permitted to provide contrary evidence and witness testimony. The program appointed Disciplinary Coordinator shall make a recommendation of corrective action to be taken. The Recreation Director shall be informed of all infractions within 24 hours of their occurrence. All associated reviews, documented reports, and recommendations shall be reported to the ARC as soon as convenient but not later than the ARC's next regularly scheduled meeting. Any complaint raised to the ARC against a program participant will be referred to the program for investigation and review and appropriate follow-up. The program's governing body shall promptly report its findings to the ARC in accordance with the defined procedures.

(13.3) A grievance may only advance to the next level in the hierarchy of authority provided that said grievance has not been handled within 72 hours of its initial filing. In the event that complainant is not satisfied with the measures/actions taken by a lower level in the hierarchy of authority, he/she may appeal the lower level decision up the hierarchy of authority.

(13.4) Complainant's grievance/concern will not be addressed unless the aforementioned hierarchy of authority is strictly followed.

ARTICLE 14: Fundraising

(14.1) The Executive Board must approve all fundraisers on behalf of the AYC. No participant shall fundraise for themselves or the organization on their own without the written consent of the AYC Executive Board. Any fundraisers conducted without permission and approval shall result in disciplinary action.

(14.2) Fundraisers done by anyone (i.e. Executive Board, coaches, parents, participants) representing AYC shall be conducted for the benefit of the entire program; with the exception of fundraisers approved by the Executive Board for application to the participants Cheer Accounts. Please see the Parent Handbook for more information on Cheer Accounts.

(14.3) For the teams that do not advance, all monies raised during the season through fundraising will be placed in the AYC general account. All monies raised for participating in the National Competition will be available only to the team(s) participating in the National Competition.

ARTICLE 15: Scholarships/Financial Hardships

(15.1) Persons requesting scholarships/Financial Hardships will be handled on a case by case basis. The request will be reviewed by the Executive Board. It is understood that any applicant that is granted a Scholarship/Financial Hardship is responsible for the cost of tangible goods purchased by AYC that are kept by the participant at the conclusion of the season (i.e. sneakers, bows, practice outfits, etc.). This cost will be made available to all involved parties upon making of application and review of said application. The Executive Board and parent/guardian of the

participant shall set forth an agreed upon amount of volunteer hours that must be completed by the parent/guardian through the course of the season.

ARTICLE 16: Modifications

(16.1) A reasonable effort shall be afforded to all non-voting program members/participants to review and comment on such modifications before they are approved.

(16.2) All proposed modifications shall first be presented in written draft form to the program's governing body which shall elect to approve them in accordance with the program's rules election policies.

(16.3) No changes or modifications may be made to the program's Operating Procedures and/or By-Laws until and unless such modifications have first been presented and approved by the Executive Board.

ARTICLE 17: Use of City of Ansonia Properties and Facilities

(17.1) Use of COA owned properties must be requested and approved in advance of use.

(17.2) Posted rules shall be respected and a reasonable effort to enforce applicable rules shall be demonstrated.

(17.3) Reasonable care shall be practiced to ensure the prevention of loss, damage and accelerated deterioration of COA owned property.

(17.4) Properties and facilities shall be kept clean and free of debris before, during and after each use.

(17.5) Substantial modifications or alterations to COA owned property is prohibited unless approved by the City of Ansonia.

ARTICLE 18: Termination

(18.1) Upon an affirmative vote of the at least 2/3 of the Executive Board, AYC shall terminate operations at the date set by the vote or order. The President shall wind up the affairs of AYC and instruct the Treasurer to pay all outstanding bills and file such documents as are required to dissolve AYC.

Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.

These Bylaws are hereby adopted on this 22 day of March, 2022 by virtue of the signatures of the duly appointed President and Vice President.

President Name & Signature: _____

VP Name & Signature: _____