

NORTHPOLE FIRE COMPANY, INC.

22334 U. S. ROUTE 11
WATERTOWN, NEW YORK 13601

Constitution and By-Laws

(Revised October 7, 2013)

Mission Statement

The Northpole Company, Inc. is a dedicated group of men and women committed to providing effective emergency response to the citizens of the Fire Protection Area including but not limited to first responder, motor vehicle accidents, fire suppression and any other emergency situation or community need that may arise.

ARTICLE 1 - MEETINGS

SECTION 1

The Northpole Fire Company, Inc. will hold all meetings of the Corporation within the boundaries of the STATE OF NEW YORK.

SECTION 2

A regular meeting shall be held on the first MONDAY of every month unless members are otherwise notified by the PRESIDENT.

SECTION 3

The annual meeting shall be held on the FIRST MONDAY OF APRIL.

SECTION 4

When the regular meeting night falls on a Holiday, the meeting will be held on the next day (TUESDAY) instead of a week later.

SECTION 5

Ten members shall constitute a quorum for all REGULAR and SPECIAL meetings. Fifteen members shall constitute a quorum for the ANNUAL MEETING.

SECTION 6

Special meetings shall be held subject to call of the President. The notice thereof shall specify for what purpose the meeting is called, and no other business shall be transacted there at.

ARTICLE 2 - MEMBERSHIP

SECTION 1

Membership in this organization shall be divided into three classes via, ACTIVE, HONORARY and EXEMPT.

SECTION 2

To be an active member in good standing, the member shall be required to perform the full duties of a volunteer firefighter including services at fires, attendance at meetings, schools of instruction, training drills and fund raisers. (Exception: members 16-18 years of age, see Article 2 Section 14). Active membership shall be limited to fifty members, unless these by-laws are amended by the fire company.

SECTION 3

Each member in good standing is REQUIRED to attend a minimum of at least the following each year:

- (1) 25% of FUND RAISING ACTIVITIES including (12) bingos per year.
 - (a) If a member is unable to make their scheduled bingo, it is their responsibility to get a substitute (not on their team) and must inform their Bingo Captain.
 - (b) Members may be excused from their assigned Bingo's to complete schools required in these By-Laws. These excused Bingo's are encouraged to be made up at a later date within that year.
 - (c) Any member may make up their assigned Bingo on any team.
- (2) 25% of REGULAR MEETINGS
- (3) 12 HOURS ANNUAL participation at training classes, seminars, STATE fire schools and hose tests.
- (4) All members must attend sufficient department training to meet annual O.S.H.A. refresher requirements.

SECTION 4

Creation of membership must be in writing on a form approved by the organization. Prospective members must be interviewed by the BOARD OF DIRECTORS and THE CHIEF and approved by a majority vote of the members present. Applications for membership must be read for two (2) consecutive meetings before a vote can be taken. Vote by ballot only.

SECTION 5

If application is rejected, the Secretary shall so notify the applicant and return his or her fee. A rejection applicant may not again apply for membership until at least six months shall have elapsed from the time of his or her rejection.

SECTION 6

If the application is accepted, the Secretary will so notify the applicant and enclose a copy of the By-Laws, request that they be read and appear at the next meeting.

SECTION 7

WAITING LIST: In the event that the membership of the Fire Company reaches the established maximum limit, all applicants will be placed on a waiting list in order in which the applications were received. Vacancies in roster shall be filled from this waiting list until it is exhausted, in their proper rotation, except in the case of a REINSTATED EXEMPT MEMBER who shall have preference over all other's on the waiting list. Next in priority would be JR. FIRE DEPARTMENT MEMBERS, also providing there is an opening. After that openings would be filled from the waiting list. The President shall also appoint a committee at this time to review all DELINQUENT MEMBERS as to their desire to stay active members.

SECTION 8

HONORARY membership may be created for persons who have done some outstanding deed for the organization or for other good and sufficient reason. They will enjoy social privileges only.

SECTION 9

HONORARY membership may be created by two-thirds (2/3) of the members present at any regular meeting. Vote by ballot only.

SECTION 10

EXEMPT MEMBERS: Any active member who shall have served as such for a period of at least 5 YEARS, and shall have become entitled to a certificate as an EXEMPT VOLUNTEER FIREFIGHTER under provisions contained in the State Law, may after having been honorably discharged from active service, become an EXEMPT MEMBER.

SECTION 11

Exempt membership may be created at any regular meeting to a member in good standing by a majority vote of members present. A secret ballot is not required.

SECTION 12

Exempt members shall not perform any fire duties, but may attend and speak at meetings without the right to vote there in. They can not participate in parades or firematic drills, but may enjoy social privileges.

SECTION 13

Non-resident members will not make up more than 35% of authorized membership. Any new non-resident member would be a person that lives outside the Town of Pamela fire protection area, but must live within four (4) miles of station one (1). Persons to be considered for non-residence that live in the City of Watertown, must live on the north side of the Black River, unless this person works in the fire protection area and can be released from work.

SECTION 14 (revised 3/28/05)

Membership to the NORTHPOLE FIRE COMPANY will be accepted at age SIXTEEN (16). The number of members under age EIGHTEEN (18) will be limited to FIVE (5) members. Members under age EIGHTEEN (18) must have a fire department sponsor other than a parent and must also be a TOWN of PAMELIA RESIDENT. If the applicant is under age eighteen (18) and lives outside the town of Pamela, they must have a parent or grandparent who is an active member in good standing in order to apply. Members under age EIGHTEEN (18) will not be allowed to drive fire department vehicles or perform interior firefighting functions. Once the member has become age eighteen (18) and acquired the proper schools the member still needs the APPROVAL of the chief to be able to perform these functions.

SECTION 15

Any person who is nominated for membership in or as an Officer in the NORTHPOLE FIRE COMPANY, INC. shall not be discriminated against because of race, color, creed, sex or national origin. Any reference to the word "he" in these by-laws shall not be considered discriminating.

ARTICLE 3 - OATH OF MEMBERSHIP

Presiding Officer, RAISE YOUR RIGHT HAND AND REPEAT AFTER ME. I (NAME) DO SOLEMNLY SWEAR, AFTER READING THE BY-LAWS OF THE NORTHPOLE FIRE COMPANY, INC. THAT I THOROUGHLY UNDERSTAND THEM AND WILL ABIDE BY THEM TO THE BEST OF MY ABILITY. I WILL OBEY ALL ORDERS OF THE OFFICERS AND THE RULES OF THE ORGANIZATION AS LONG AS I AM AN ACTIVE MEMBER. The new member will then sign the membership card.

ARTICLE 4 - OFFICERS AND THEIR SELECTION

SECTION 1

Officers shall consist of the following: PRESIDENT; CHIEF; FIRST ASSISTANT CHIEF; SECOND ASSISTANT CHIEF; TREASURER; SECRETARY; ASSISTANT SECRETARY; FIVE (5) DIRECTORS who serve a FIVE YEAR term. TRUCK CAPTAINS and LIEUTENANTS, who are not line officers, will be appointed by and serve at the pleasure of the Chief.

SECTION 2

The term of each officer shall be one year from the date of the annual meeting (DIRECTORS - 5 years), but in the event of a failure to fill an office at the ANNUAL MEETING, the one in office will hold over until their successor has been chosen. A VACANCY in any office may be filled by an election at any regular meeting. The term of any officer not elected at the ANNUAL MEETING shall expire at the ANNUAL MEETING succeeding their election or if a DIRECTOR, their term will expire at the time of the DIRECTOR whose place they filled.

SECTION 3

Nomination of officers shall be held at TWO meetings preceding the ANNUAL MEETING. The BOARD OF DIRECTORS shall nominate one candidate for each open office, while the floor may nominate two. A maximum of three candidates shall be allowed for one office. In any event, all nominations for office shall be made by the close of the regular meeting immediately preceding the ANNUAL MEETING. In the event that a vacancy for any office occurs the night of the ANNUAL MEETING by a person declining to run or by being elected to another position then, and only then, will nominations be allowed from the floor for that office. No nomination for any office will be accepted until a check has been made and approval of the nominees qualifications given to hold office.

SECTION 4

All officers shall be elected by ballot at the ANNUAL MEETING by a majority vote of the members present, but if for any reason an officer is not elected at the ANNUAL MEETING, a SPECIAL election may be held at a regular meeting or a special meeting called for that purpose.

SECTION 5

With the nomination of only one candidate for any office, the floor shall direct the Secretary to cast one ballot for said candidate.

SECTION 6

A member can hold only one office within the NORTHPOLE FIRE COMPANY, INC. at one time.

SECTION 7

Only members in good standing shall be entitled to vote at any meeting.

SECTION 8

Any person becoming a member BEFORE DECEMBER 31 of the previous year will be able to vote in the ANNUAL MEETING and eligible for office if qualified.

SECTION 9

To become a Chief a member must have two years as a LINE OFFICER (from any fire department) and must comply with State & Town Law. A member eligible for this office must be an active member for one year and meet requirements listed under Article 2 Section 3. Must be a New York State Certificate holder of the following courses: (1) All schools listed under Article 4 Sections 10 and 11; (2) Introduction to Fire Officer (Preparing for Command); (3) Hazardous Material Technician (Emergency Control of Hazardous Material Incident II / HAZMAT II); (4) Hazardous Material Incident Command.

SECTION 10

The First and Second Assistant Chief must be a New York State Certificate holder of the following courses: (1) All Schools listed under Article 4 Section 11; (2) Intermediate Firefighter (Initial Attack) or equivalent; (3) Fire Behavior and Arson Awareness; (4) Incident Command or equivalent; (5) Accident Victim Extrication (Highway Accident Rescue Training). Members who have completed the State's Basic, Intermediate and Advanced Firefighting, have also completed F.B.A.A. (Fire Behavior and Arson Awareness). A member eligible for this office must be an active member for one year and meet requirements listed under Article 2 Section 3.

SECTION 11

To become a TRUCK CAPTAIN, a member must be a New York State Certificate holder of the following courses: (1) Firefighter I or On Scene Support (Basic Firefighter, Firefighting Essentials) or equivalent; (2) EVOG (Emergency Vehicle Ops); (3) Apparatus Pump (Pump Operator); (4) Hazardous Material First Responder Operation (Emergency Control of Hazardous Material Incident I / HAZMAT I). This member must also be an active member for one year and meet requirements listed under Article 2 Section 3.

ARTICLE 5 - DUTIES OF OFFICERS

SECTION 1

PRESIDENT: It shall be the duty of the PRESIDENT to preside at all meetings of the organization and BOARD OF DIRECTORS and in accordance with recognized parliamentary procedure; to call special meetings when in the PRESIDENTS judgment they are necessary or upon the written request of five members, unless otherwise provided, to appoint all committees, to enforce the observance of the CONSTITUTION and BY-LAWS, to sign all orders on the TREASURER, and to install newly elected officers and members. The PRESIDENT shall not vote on any question other than the election of officers and members, except in case of equal division when the PRESIDENT'S vote shall decide. The PRESIDENT shall submit a report at the ANNUAL MEETING and shall include therein such recommendations, as the PRESIDENT deems expedient for the welfare of the organization. The PRESIDENT shall have charge and responsibility of all equipment with the exception of FIRE FIGHTING APPARATUS and associated equipment and must submit an inventory of such to the SECRETARY at the ANNUAL MEETING. The PRESIDENT shall direct the ASSISTANT SECRETARY to give notice of ANNUAL, REGULAR and SPECIAL MEETINGS of the department. The PRESIDENT need not necessarily have had experience as a line officer and need only to be an active member in good standing.

SECTION 2

CHIEF: It shall be the duty of the CHIEF to have exclusive control of the members at all FIRES, INSPECTIONS and REVIEWS, the supervision of the engines, hose and other apparatus owned by the NORTHPOLE FIRE COMPANY, INC., for the prevention or extinguishment of fires. The CHIEF shall whenever required, report to the BOARD OF DIRECTORS the condition of the apparatus of the department and such other information respecting the department as may be required. The CHIEF shall hold the members, officers and employees of the department strictly to account for NEGLECT of DUTY and may SUSPEND or DISCHARGE them at any time, subject to the approval of TWO-THIRDS of the members at the meeting. The CHIEF shall submit a report at the ANNUAL MEETING concerning the condition of all emergency equipment. The Chief shall submit an inventory of all emergency equipment to the SECRETARY at the ANNUAL MEETING. In case of inability of the CHIEF, the 1st ASSISTANT CHIEF, and in the case of the absence or inability of both CHIEF and 1st ASSISTANT CHIEF, the 2nd ASSISTANT CHIEF will perform the duties and have all powers of the CHIEF. In the absence or inability of the FIRST THREE, the most SENIOR QUALIFIED TRUCK CAPTAIN shall perform the duties.

SECTION 3

SECRETARY: It shall be the duty of the SECRETARY to record the proceedings of the meetings. The SECRETARY shall record the proceedings of all meetings of the organization, and keep the books and file the papers pertaining to this office. The SECRETARY shall notify all newly elected members of their election and furnish them with Certificates of Membership. The SECRETARY shall attend to all correspondence and sign all orders on the TREASURER. The SECRETARY shall perform such other duties as are incidental to their office or as may be imposed upon the SECRETARY by the organization such as keeping a list of all DEPARTMENT PROPERTY. The SECRETARY shall keep a list of PROBATIONARY MEMBERS and when their probation expires.

SECTION 4

ASSISTANT SECRETARY: It shall be the duty of the ASSISTANT SECRETARY to attend BOARD OF DIRECTORS, BUSINESS, and TRAINING MEETINGS, to participate in and take the roll of the membership in attendance. Additionally, the Assistant Secretary shall keep track of those working Bingo games. The Assistant Secretary shall also maintain a meeting Sign-In Log and Attendance Log, tracking attendance of members at these functions.

New members will be tracked by the Assistant Secretary during their one (1) year probationary period to monitor meeting attendance and completion of New York State Firefighter 1 or New York State Scene Support courses (see Article 6, Section 6,7). A report will be made to the Board of Directors regarding the standing of each new member at any point during and at the end of a probationary period.

This Assistance Secretary shall as directed, give notice of parades, special meetings, etc. at least 24 hours in advance before same is held.

The Assistant Secretary shall mail monthly event cards to members upon request. The Assistant Secretary shall also maintain a current list of exempt members. This list will be regularly reviewed and updated. The Assistant Secretary will report to and assist the President, Secretary and Treasurer as requested, along with supporting the Board of Directors of the Northpole Fire Company, Inc. and within the best interest of the Nothpole Fire Company, Inc.

SECTION 5

TREASURER: It shall be the duty of the TREASURER to receive all money collected by the SECRETARY or otherwise due to the organization, giving a receipt for the same. To pay all bills against the organization when authorized at a regular, annual, or special meeting without due delay, to keep a correct account of all receipts and disbursements and submit an account to the organization when called for. The TREASURER shall deposit all monies received, belonging to the organization, in a bank or banks designated by the Company. The bank account shall be established in such a manner that

withdrawals can only be made upon the signature of the TREASURER. The TREASURER shall be bonded to the amount determined by the organization as necessary.

SECTION 6

No money shall be withdrawn from any bank unless authorized at a regular meeting. The TREASURER shall make a report at each regular meeting, showing all amounts received and expended and the date, purpose and payee with respect to each expenditure. The TREASURER shall make a report at the ANNUAL MEETING covering the entire year.

SECTION 7

DIRECTORS: The DIRECTORS shall have such powers and duties as are conferred by Law upon Directors of Membership Corporations. With the President, they shall act as an Executive Committee having the following powers:

- (A) Review the membership on an annual basis and to approach non-participating members about resigning or going exempt.
- (B) Audit the TREASURER'S books on an annual basis.
- (C) Prepare an annual budget and present it at the March meeting.
- (D) Nominate one (1) candidate for each office and present the list at the February meeting.
- (E) Pre-approve any purchase made by any individual member or officer, that is not a budgeted item. Purchases by members are not allowed unless pre-approval is given by the Board of Directors and two-thirds (2/3) majority vote of the members present at a meeting. This approval by the Board of Directors can be over ruled by a two-thirds (2/3) majority vote of the members present at a meeting. Major purchases by officers on budgeted items over one thousand dollars (\$1,000.00) should be presented to the Board of Directors on a monthly basis. The Chief or President may delegate a member to carry out a purchase of a budgeted item.
- (F) The Board shall be responsible to negotiate contracts.
- (G) The Board with the Treasurer, shall issue an annual report which must contain the following information:
 - (1) A list of our assets and liabilities
 - (2) Principal changes in assets or liabilities
 - (3) A review of expenses
 - (4) A review of revenues
 - (5) A list of officers and members with their current addresses
 - (6) A copy of the report will be sent to the Bingo Commission
- (H) Oversee the Liquor License with at least three (3) directors on the license
- (I) Oversee the Bingo License.
- (J) Review the TREASURER'S report on a monthly basis and report it to the membership.
- (K) On an annual basis review the condition of the buildings, trucks and equipment with the CHIEF and the PRESIDENT.

(L) Review the inventory with the officers responsible on an annual basis.

(M) The senior person on the BOARD shall serve in the PRESIDENT'S absence as the PRESIDENT. This director would be the individual in their 5th year term of office.

ARTICLE 6 - DUTIES OF MEMBERS

SECTION 1

The duty of every member is to obey all commands of their superior officer while on duty.

SECTION 2

Every member shall be in attendance at each regular or special meeting and at fires except as otherwise provided for in these by-laws. At the sound of the alarm, each member shall go directly to the firehouse, unless they are positive that all the equipment required has left, in which case, the member shall go to the scene of the fire and shall not leave during the time the department is at the scene unless excused by the CHIEF or OFFICER in charge, and unless so excused, shall report at the firehouse for roll call upon the return of the equipment.

SECTION 3

No member shall leave during the time of the meeting unless excused by the CHAIR.

SECTION 4

The member first reaching the firehouse after an alarm is sounded shall assume command and must be obeyed until a superior officer arrives.

SECTION 5

All active members will be responsible for signing meeting logs and logs pertaining to fires and practice drills.

SECTION 6

Any new member must show an effort towards completion of the State Firefighter I or On Scene Support school within one year, (or possess a certificate in State Basic Firefighter, Firefighting Essentials, or Essentials of Firemanship or equivalent), if said school is held within a ten mile radius of our station. Everyone has to take and pass the practical and written tests for "State Firefighter I" or "On Scene Support" to get credit for the course and be taken off probation. Within the first two years each member only attending On Scene Support class or passed one of the previous basic courses offered by the State that did not include HAZMAT training, must have Hazardous Material First Responder Operation (Emergency Control of Hazardous Material Incident I / HAZMAT I) course if it is offered by the State within a ten mile radius of our station.

SECTION 7

Each new member will be accepted on a one-year probation period. After this time period, the Company will take a vote, by secret ballot, on the status of the member. Guidelines for dismissal would be, but not limited to, failure to attend fires, fund raising projects, meetings and fire training. A member shall be excused from and not attend the meeting at which their probation is voted upon and the Secretary shall notify them by letter of the results. A probationary member shall complete Basic Firefighter (Firefighting Essentials or Essentials of Firemanship) before their probation ends. Probation may be extended for an additional six (6) months if the member in question has made a conscientious effort to fulfill their obligation.

SECTION 8

There will be a zero (0) tolerance level of alcoholic beverages during any emergency call or training sessions.

SECTION 9 (Dropped from By-Laws 8-4-03)

Section 10

Code of Ethics

- I. I will, as a member of the Northpole Fire Company, Inc., regard myself as a member of an important and honorable profession.
- II. I will conduct both my personal and official life as so to inspire the confidence of the public.
- III. I will not use my profession and my position of trust for personal advantage or profit.
- IV. I will regard my fellow firefighters with the same standards I hold myself.
- V. I will never betray a confidence nor otherwise jeopardize the life and safety of my fellow of my fellow firefighters.
- VI. I will regard it to be my duty to know my work thoroughly. It is my further duty to avail myself of every opportunity to learn about my profession.
- VII. I will avoid alliances with whose goals are inconsistent with honesty and integrity.
- VIII. I will make no claim to professional qualifications which I do not possess.
- IX. I will share all publicity equally with my fellow firefighters and give credit accordingly, whether such publicity is favorable or unfavorable.
- X. I will be loyal to my superiors, to my subordinates, and to the organization I represent.

Please familiarize yourself with the Code of Ethics and conduct yourself accordingly.

ARTICLE 7 - PENALTIES

SECTION 1

Each active member shall be subject to the following penalty:

(A) For defacing or injuring any property of the organization, dismissal from the department.

SECTION 2

The Department shall have the power, for good cause shown, to remit a penalty.

SECTION 3

Removed October 7, 2013.

SECTION 4

Members are issued Northpole Fire Company, Inc. equipment at different stages of their membership. When a member leaves the Northpole Fire Company, Inc. for whatever reason, quitting, exemption or termination by the membership. The equipment owned by the Northpole Fire Company, Inc. shall be returned within thirty (30) days after the member has been notified. If the equipment has not been returned at the end of thirty (30) days, the Board of Directors will issue a certified letter to the past member advising them to return the equipment in thirty (30) days, and also telling the past member that if the equipment is not returned the proper authorities will be notified of the theft.

SECTION 5

Northpole Fire Company, Inc. members are expected to be upstanding citizens of the community. If a member is arrested and/or charged with a criminal offense, they should notify the Chief or the President as soon as possible. At that time, the Chief or the President may decide to put the member on suspension until the next Board of Directors and the membership regular meetings. Depending on the severity of the offense the membership has the authority to extend suspension, reinstate, or terminate the member. Vote will be by a two-thirds (2/3) of the members present at a meeting.

ARTICLE 8 - AMENDMENTS

SECTION 1

This constitution and by-laws may be amended at any regular meeting, or at the Annual meeting, by a TWO-THIRDS vote of the members present, provided the proposed amendment shall have been submitted in writing at a previous meeting and notice then given when the same would be called for action.

Please Note: Proper By-Law revision or addition form is in the Appendix. It may be copied.

SECTION 2 (Moved to Article 2 Section 15, 8-04-03)

SECTION 3

When revising or adding By-Laws of the Northpole Fire Company, Inc. all By-Laws have an Article number and Section number. If that By-Law is eliminated or moved, the Article and/or Section number will stay in the By-Laws with description and date of change. This Article and/or Section number will never be used for any other By-Law. Examples see Article 6 Section 9 or Article 8 Section 2 of updated By-Laws of 2003/2004.

ARTICLE 9 - DISBANDMENT

SECTION 1

This department shall not be disbanded except by a three-fourth vote of the entire membership of the department and a published or served notice shall be given of the meeting for that purpose at least one month before said vote shall be taken.

SECTION 2

Upon the dissolution of the 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. Any such asset not disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the organization is then located, exclusively for such purpose or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purpose

ARTICLE 10 - RULES OF ORDER

(1) But one member shall be entitled to the floor during the same period of time. The member must address the Chair and shall not be allowed to speak until properly recognized by the Chair.

(2) No proposition can be voted unless properly moved and seconded and declared open for discussion by the Chair.

(3) All questions, unless otherwise decided by the by-laws shall be settled by a majority of votes cast.

(4) When a motion is properly presented before the department it must be disposed of before another can be entertained, nor shall a motion made be subject to more than two (2) amendments.

(5) No fund raising activities shall be discussed, pertaining to any individual, while the meeting is in order.

(6) A secret ballot vote may be called on any issue with a motion from the floor, a proper second and approval by a majority vote of the members present. Article items which require a ballot vote include but are not limited to:

- (A) Creation of membership - majority vote
- (B) Creation of honorary membership - 2/3 vote of members present
- (C) Election of Officers - majority vote
- (D) New member probation - majority vote

ARTICLE 11 - ORDER OF BUSINESS

SECTION 1

- (1) Pledge
- (2) Reading of minutes of previous meeting
- (3) Reading of Board of Directors minutes (read for information only)
- (4) Collection of fines and dues
- (5) Treasurer's report
- (6) Report of Committees:
 Parade- Water ball-House- By-Law- Bingo-Drill Team-Insurance-
 Membership-Building-misc. as assigned
- (7) Chief's report
- (8) Presentation of bills and action on same
- (9) Swearing in of new members
- (10) Nominations of candidates of membership
- (11) Election of officers and members
- (12) President's report
- (13) Unfinished business
- (14) New business
- (15) Prayer
- (16) Adjournment

SECTION 2

BOARD OF DIRECTORS MEETINGS

- (1) Review minutes of previous meeting
- (2) Audit Treasurer's report
- (3) Unfinished business
- (4) New business
- (5) Prepare recommendation to Department
- (6) Adjournment

ARTICLE 12-NON-PROFIT STATEMENT

SECTION 1

Said organization is organized exclusively for charitable, religious, educational, and scientific purposes, including, for such purpose, the making of distributions to organizations that qualify as exempt organizations under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code

SECTION 2

No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of this document, the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by an organization, contributions which are deductible under section 170 (c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

APPENDIX

SUGGESTIVE QUESTIONS TO ASK APPLICANT

- 1) Why do you want to join?
- 2) What do you plan on getting out of joining?
- 3) Are you willing to go to schools?
- 4) What are your future plans?
- 5) Are there any areas of firefighting that you would feel uncomfortable with?
- 6) How long do you plan on living in this fire area?

NEW MEMBER INTERVIEW GUIDE

(Things to tell the Interviewee)

- 1) You will be voted in on a one year probationary period.
- 2) Within the first year you must get your Firefighter I or On Scene Support course of completed.
- 3) You will need to complete HAZMAT 1st Responder within your 2nd year if you attend the On Scene Support course.
- 4) You will need to work Bingo and receptions.
- 5) Monthly meetings are on the 1st Monday of the month.
- 6) Attend 12 hours minimum of training per year.
- 7) Need to be checked out on trucks before driving.
- 8) Incentive fund based on drills, bingos, and fundraisers.
- 9) Pagers and chargers you need to check with the Chief.
- 10) You are not authorized to operate a Blue Light until you are issued an authorization card.
- 11) Need to sign in the book when in the Fire Hall.

12) Anything borrowed must be cleared through the Chief or President and signed out and back in.

13) Upon request, the member will receive monthly cards of upcoming events.