

The duties of the Executive Director shall be to conduct all foundation affairs and his power shall supercede that of the President of the foundation in the normal day to day activities, financial affairs, employment practices, and all other business activities.

Sec. 5. Removal of Officers: Any officer may be removed by the Directors whenever in their judgment the best interests of the foundation will be served thereby. The removal of any officer shall be without prejudice to contract rights, if any, of such officer so removed.

ARTICLE VII - CERTIFICATES OF MEMBERSHIP

Sec. 1. Certificates of membership: The Board of Directors may, as it sees fit, provide for certificates of membership to be issued to duly elected members in good standing, and in such form as they shall determine. Such certificates shall be signed by the President and Secretary and shall bear the seal of the foundation.

Sec. 2. Lost or destroyed Certificates: Upon receipt of an affidavit setting forth the loss or destruction of a Membership certificate, the Board of Directors may order the Secretary to restore said lost or destroyed certificate.

Sec. 3. Distinction of Different Classes of Membership: The Board of Directors shall issue certificates of membership in distinctive colors or forms, so as to clearly distinguish the class of each member.

ARTICLE VIII - THE FISCAL PERIOD

The fiscal year of the foundation shall begin on the _____ day of _____ and end on the _____ day of _____.

ARTICLE IX - AMENDMENTS

The By-laws of the foundation may be amended, repealed or new By-laws adopted by the Directors.

* * * * *