

Sec. 4. Executive Director: The Executive Director shall serve under an employment contract executed between himself and the foundation and shall serve for a term to be agreed upon by the parties. The Executive Director shall be an ex-officio member of the Board of Directors and shall preside at all meetings of the Board of Directors. In his absence the President shall preside.

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.

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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.

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The By-laws of the foundation may be amended, repealed or new By-laws adopted by the Directors.

THESE BY-LAWS ARE INCOMPLETE AND ARE TO
BE USED ONLY FOR EDUCATIONAL PURPOSES.

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