

**CONSTITUTION and BY-LAWS
of BELARUSAN-AMERICAN ASSOCIATION, Inc.**

*As amended by the Association's Congress held
February 13, 2011 at Highland Park, New Jersey.*

PART I -- CONSTITUTION

PART II -- BY-LAWS

CONSTITUTION

Preamble

We, the Belarusian-Americans mindful of the rights and freedoms guaranteed by the Constitution of the United States of America,

- are committed to the preservation, development and passing on to our descendents our ancient national traditions, language and customs;
- are also engaged in helping the Belarusian nation in its struggle to maintain its independence and the democratic way of life, do hereby certify:

ARTICLE 1

Name, Location and Nature

Section 1. **Name.** The name of this Association shall be: BELARUSAN-AMERICAN ASSOCIATION, INCORPORATED, hereinafter referred to as Association.

Section 2. **Territory.** The activities of the Association may extend to the whole territory of the United States of America.

Section 3. **Office.** The principal office of the Association shall be located in the City of New York, State of New York.

Section 4. **Nature.** The Association shall be a non-profit, non-partisan organization of a social, educational and charitable nature.

ARTICLE 2

Purpose

Section 1. The particular purposes for which the Association was formed shall be:

- 1.1 to promote the ideals as set forth in the preamble to this Constitution;
- 1.2 to promote and disseminate the ideals of the Constitution of the United States of America and to promote the principles of justice, freedom and democracy;
- 1.3 to promote interest in and encourage awareness of Belarusian culture, and of other cultures;
- 1.4 to voluntarily provide assistance to its members and their families in case of need;
- 1.5 to acquire real and intellectual property by gift, transfer device, bequest or otherwise for carrying on its corporate purposes and pursuing its corporate aims;
- 1.6 to practice and advocate tolerance; and to promote friendly relations among people without regard to race, religion or social status;
- 1.7 to unite Belarusians throughout the United States for mutual assistance in social, educational and charitable activities.

ARTICLE 3

Members

Section 1. Membership shall be limited to the following:

1.1 Persons of Belarusian descent, or those coming from Belarus within its ethnographic borders, those related to Belarusians through marriage or activity, irrespective of democratic-type party affiliation, having attained the age of eighteen years, shall be eligible to apply for membership in the Association.

1.2 Persons affiliated with Communist or other subversive organization shall not be admitted to membership in the Association.

1.3 All members shall have the same and equal rights and obligations to participate in the activities of the Association, as well as active and passive rights in the election of officers of the Association, provided that they adhere to the provisions of this Constitution and By-laws.

1.4 Members violating this Constitution and By-Laws, or violating the laws of the United States shall be subject to expulsion from the Association.

ARTICLE 4

Board of Directors

Section 1. **Authority and Duties.** The Board of Directors is the executive body of the Association and exercises its duties in conformance with this Constitution and the resolutions of the Association's Congress, and may undertake and perform all other acts it deems necessary for the welfare and development of the Association.

Section 2. **Elections.** The Directors, whose number shall be not less than three (3) and not more than nine (9), shall be elected for a two-year term at the Congress. The election shall take place in the following manner:

The Chairperson of the Board shall be elected first by secret ballot. The Chairperson then proposes a slate of Directors that shall be voted on by secret ballot. The slate is elected when it gains a majority of the votes cast. In the event it fails to gain a majority, the Chairperson shall present an amended slate for consideration by the Congress, and the amended slate shall be voted on.

The Chairperson then determines which of the Directors will perform the duties of the key Officers, such as the Vice-President, Secretary and Treasurer to be affirmed by the Congress.

The number of consecutive terms in office by the Chairperson of the Board of Directors shall be limited to three (3) for a total of six years, with the count having started in 2009.

ARTICLE 5

Officers

Section 1. **The responsibility and duties.** The responsibility and duties of the Chairperson, Vice-President, Secretary, Treasurer and other officers of the Board shall be such as are usually imposed upon such officials of a non-profit association and as are required by law, and such as may be assigned to them by the Congress.

The Officers shall perform their duties without compensation. They shall serve for a term of two years, or until their successors have been elected.

ARTICLE 6

Audit Commission

Section 1. In order to have better control over the management of the Association, Congress shall elect an Audit Commission which may monitor the activity and finances of the Association at any time and shall audit at least once a year the performance of the Board of Directors.

ARTICLE 7

Congress

Section 1. The supreme legislative authority of the Association shall be vested in the Congress, which shall consist of delegates and representatives of the organizational units of the Association.

Section 2. **Ordinary (regular) Congress.** Ordinary Congress shall be convened by the Board of Directors every second year. At the Congress the outgoing Officers and the standing committees shall submit their reports, the new Board of Directors shall be elected, the Officers shall be confirmed; the report of Officers and of the standing Committees shall be submitted; and any other business not in violation of the Constitution and the By-Laws, can be considered.

Section 3. **Extraordinary Congress.** Extraordinary Congress may be convened whenever deemed extraordinarily necessary by the Board of Directors on its own authority, or when proposed by the Audit Commission, or based on a petition signed by one-fifth (1/5th) of the delegates of the preceding Congress. In all cases adequate and relevant reasons, which are based on the Constitution or By-Laws must be provided.

Section 4. **Authority.** Congress has the authority to decide any issue pertaining to the Association, which is not in conflict with the law. Congress can amend, or repeal this Constitution or the Articles of Incorporation of the Association in accordance with Article 10 of the Constitution.

Section 5. **Quorum.** The representatives and delegates present at the

Congress, which was properly called, are considered sufficient to constitute a quorum for the transaction of business.

ARTICLE 8 **Organizational structure**

Section 1. The Association shall consist of an unlimited number of organizational units, Chapters and Circles. Each unit shall elect its own governing organs and conduct its corporate activity in conformance with this Constitution, the rules and regulations of the Board of Directors and its own By-Laws.

ARTICLE 9 **Language**

Section 1. This Constitution is published in English and Belarusan. Both versions are considered equally authentic. In the event of conflict about the correctness of the translation, the English text shall be the final and binding authority.

ARTICLE 10 **Amendments**

Section 1. This Constitution may be altered, amended or repealed at any Congress by a two-thirds (2/3rds) vote of all delegates and representatives present in person or by proxy; provided that a notice of such action has been approved at the preceding Congress. The complete text of the proposed changes prepared by a special commission shall be available for review and adoption.

ARTICLE 11 **Effectiveness**

Section 1. This Constitution takes effect immediately, superseding the previous Constitution, which is hereby repealed and void.

Adopted at the Congress held in Highland Park, New Jersey
on February 13, 2011.

Jan Zaprudnik
Chairperson of the Congress

Dzmitry Buben
Vice Chairperson

Tatsiana Krasouskaya
Secretary
Serge Kapytka
Secretary

PART 2

B Y - L A W S

Article 1

Members

Section 1. Joining

A person who wants to join the Association shall submit a written application to the nearest Chapter or Circle of the Association. The applicant may submit the application directly to the Board of Directors of the Association in the event such person does not reside in the proximity of any Chapter or Circle. As part of the application, the applicant shall sign a statement declaring his intention to abide by the Constitution, By-Laws and the rules and regulations of the Association.

Section 2. Obligations

Members of the Association shall pay membership dues and other fees and contributions decreed by the Congress and perform duties enacted by the ruling bodies of the Association. Unemployed members may be exempted from paying membership dues upon submitting a written request affirming that they lack the needed funds.

Section 3. Expulsion

Members acting detrimentally against the Association or the United States of America shall be subject to expulsion from the Association. Any member expelled from the Association by the decision of the Executive Board of a Chapter, shall have the right of appeal to the general membership meeting of the Chapter. The decision of the general meeting shall be final. Any member expelled by the Board of Directors shall have the right to appeal to the Congress of the Association.

Article 2

Board of Directors

Section 1. Governance

The Association shall be governed by the Board of Directors. The Board of Directors, consisting of no less than three and no more than nine members, shall be elected by the Congress of the Association. The Directors are not salaried and shall serve for a term of two years or until their successors have been elected.

Section 2. Officers

Directors filling the offices of Chairperson, Vice-President, Secretary and Treasurer from among the Directors shall be so designated during the election.

Article 3

Board of Directors Activity

Section 1. Competency

The Board of Directors shall be the executive body of the Association. It shall be in charge of enforcing the Constitution and By-Laws of the Association and all resolutions passed by the Congress. The Board of Directors shall be the highest authority of the Association between Congresses. It shall manage the internal affairs of the Association and establish policies for maintaining relations with other organizations.

Section 2. Authority

The Board of Directors shall have the following powers:

2.1 to appear and act for and on behalf of the Association before any Board, Court, other tribunal in any legal matter affecting the Association;

2.2 to sign on behalf of the Association all agreements, contracts, deeds and notes concerning the purchase and/or sale of real estate;

2.3 to administer any property acquired by gift, devise or bequest in accordance with the specifications of the donor or testator;

2.4 to confer an organizational Charter upon newly organized Chapters or Circles, and to act in full authority with respect to the liquidation of any Chapter or Circle no longer able to function;

2.5 to decide on the admission of unincorporated Belarusan-American organizations as affiliated organizations under the jurisdiction of the Association;

2.6 to resolve any issue, even if the issue is not regulated by these By-Laws or Constitution, provided that it does not belong exclusively to the competency of the Congress. In such cases, the Board resolves the issue in a lawful manner and in the spirit of this Constitution and By-Laws.

Section 3. Board Meetings

The Board of Directors may regulate and fix the time and place of their own meetings. The Chairperson of the Board shall call the meeting, prepare an agenda and preside at such meetings of the Board. Two-thirds of the members of the Board shall constitute a quorum. A quorum must be present at any meeting at which business is transacted and then a simple majority vote taken committing the Association to any action.

Section 4. Resignation

In the event of resignation of any one of the Directors, the Directors duties shall be performed by another Director until the next regular Congress.

Any director may be suspended from discharging his duties by the unanimous vote of the remaining members of the Board and completely removed or reinstated to his original position only by the Congress.

Article 4 **Officers**

Section 1. Constituency

Designated by the Congress from among directors: Chairperson, Vice-President, Secretary and Treasurer shall be the Officers of the Association and shall serve two years or until their successors have been elected.

Section 2. Powers and Duties of the Chairperson

His particular powers and duties shall be:

2.1 to represent the Association in dealing with the authorities, institutions and other organizations;

2.2 to sign for and on behalf of the Association all documents previously approved by the Board of Directors;

2.3 to execute all resolutions adopted by the Congress;

2.4 to select and coordinate the work of all the Officers and to oversee proper execution of the assignments;

2.5 to inform the Chapters and Circles of the decisions by the Board of Directors and request timely reports of the activities of the Chapters;

2.6 to accept and forward to the Board of Directors requests and grievances from members of the Chapters as the second recourse, in the event the affected member is dissatisfied with the decision of the Chapter Executive Board;

2.7 to call the Ordinary Congress on schedule and the Extraordinary Congress as provided in Article 7 of the By-Laws;

2.8 to submit to the Congress reports regarding the activities and work of the Board of Directors and of the organization as a whole;

2.9 to supervise the work of the Officers, approve or reject the expenditures made by the Officers in performance of their duties. The Chairperson shall be able to disburse funds on his own to cover current and extraordinary expenses within the limits fixed by the Board of Directors.

2.10 At a meeting of the Board, the Chairperson as a rule, shall abstain from voting with the other members, he may cast his vote in the event of a tie vote only, where his vote would change the result.

2.11 In the time between the meetings the Chairperson cannot deny or ignore the proposals or protests of even a single member of the Board. In such a case, he must inform the rest of the members about it and have the matter solved by majority decision.

Section 3. Duties of the Vice-President

The Vice-President generally has duties and responsibilities, which are assigned to him by the Chairperson. When the Chairperson is not able to perform his duties because of a serious illness or a long period of absence, then the Vice-President shall take his place with all the rights and responsibilities.

Section 4. Duties of the Secretary

The Secretary shall:

4.1 Take care of all correspondence.

4.2 Take care of recording the minutes and resolutions at the Board of Directors meetings.

4.3 Keep all records in order and make sure all correspondence is carried out correctly and on time.

4.4 Keep in order the minutes of the meetings of the Board of Directors.

4.5 Carry out the duties assigned to him by the Chairperson

Section 5. Duties of the Treasurer

The Treasurer shall:

5.1 Take care of all debits and credits and keep money in the banks designated by the Board of Directors.

5.2 Pay all bills approved by the Board of Directors and give receipts for all incoming money.

5.3 Maintain the financial records and inventory and keep track of the pass-up portions of membership dues coming from the Chapters, Circles and the dues from individual members.

5.4 File annual IRS tax returns and every two years present a financial report at the Congress. Shall also carry out the duties assigned by the Chairperson.

Article 5

Audit Commission of the Association

Section 1. Composition and Authority

1.1 An Audit Commission of the Association, a body independent of the Board of Directors is responsible for auditing the activity of the Board of Directors.

1.2 It shall consist of three (3) members elected for a period of two years at the Congress. In case more than 3 candidates are nominated, then each delegate casts one vote, and the candidate(s) receiving the fewest votes is (are) eliminated. The Commission members then select a Chairperson among them.

1.3 The Audit Commission has an additional right to inspect the organizational, bookkeeping and financial activity of the overall Association during the period between Congresses.

1.4 If queried by the Chairperson of the Audit Commission, the Board of Directors must provide an answer in the course of one month.

Section 2. Audit Reports

The Audit Commission writes down its observations, particulars and conclusions and presents its report at the Congress.

Section 4. Audit Scheduling

The Audit Commission may conduct an audit at any time, even without prior notice and as many times as it would deem necessary. The Audit Committee of the Association has the right to audit the Chapters and Circles and must audit the Board of Directors activity at least once a year.

Article 6 **Ordinary Congress**

Section 1. Congress Convocation

Ordinary (regular) Congress is scheduled by the Chairperson of the Board of Directors to take place during the month of May.

Section 2. Summoning the Congress

The Board of Directors must inform all Chapters and Circles about the time and place of the Congress sufficiently in advance in order to allow all the Association units to have at least two weeks time for the necessary preparations for the Congress, namely to call the general pre-Congress meetings, to study the agenda of the Congress, to prepare its own motions, to elect their delegates to the Congress and to choose candidates for the Board of Directors and Officers of the Association.

Section 3. Agenda

A preliminary agenda for the Congress is prepared by the Board of Directors for consideration and final approval by the delegates at the Congress. Matters started but not completed at the preceding Congress shall be placed first on the agenda. The final agenda is approved by the present delegates prior to the election of the Credentials Commission.

Section 4. Presiding Body of the Congress

The presiding body of the Congress shall be elected from among the present delegates to the Congress and shall consist of a Chairperson, Vice-Chairperson and two Secretaries. The sitting Chairperson of the Board may not be elected either to the presiding body of the Congress or to the Credentials Commission.

The Credentials Commission consisting of three (3) members is elected by the present delegates. In case more than 3 candidates are nominated, then each delegate casts one vote, and the candidate(s) receiving the fewest votes is (are) eliminated. The Commission members then select a Chairperson among them. Their responsibility consists checking the credentials of the present delegates, verification of their proxies, and the vote count during all votes.

Section 5. Chairperson of the Congress

The Chairperson conducts the Congress proceedings in accordance with the approved agenda, and insures that all delegates have equal rights; that the will of majority is decisive, and the voice of minority is heard. The Chairperson makes sure that the right to speak is given to the delegates justly; that the same person does not speak more than once on the same matter as long as the other delegates

registered to speak have not spoken once. The Chairperson, as a rule, shall not propose motions and shall not take part in discussions. Should the Chairperson consider it necessary to participate in the debate, or to state a motion, he shall call someone else to the Chair temporarily, and shall speak only as a delegate. The Chairperson must not take sides or show preference to either group or party interest, and must give the same treatment to each debating fraction. If found to act in a partisan manner, the Chairperson is subject to a vote of no-confidence.

Section 6. Vice-Chairperson

The Vice-Chairperson shall have the duties assigned by the Chairperson, and shall preside when the Chairperson leaves the Chair to state a motion, to take part in debates or for some other reason.

Section 7. Secretaries

The duties of the Secretaries shall be to record the Congress proceedings (in a non-stenographic manner), and together with the Chairperson to sign the draft minutes of the Congress. The minutes should be finalized and handed over to the new Board of Directors in the course of two months. The Board is then responsible to deliver the finalized minutes, signed by the Congress Chairperson and the Secretaries, to the Chapter and Circle Chairpersons for within three months of the Congress.

Section 8. Voting

The voting at the Congress shall be by show of hands with the exception of the votes for the Board Chairperson and other Board members and Officers which are conducted by secret ballot.

Section 9. Invalid motions

Should the Congress adopt motions that are found to be in conflict with the laws of the United States, or the Constitution and By-Laws of the Association, then such motions shall have no power or effect and shall be considered null and void.

Article 7 **Extraordinary Congress**

Section 1. Congress Convocation

The Chairperson of the Board of Directors may convene the Extraordinary Congress on his own initiative or in response to a motion by the Board of Directors or if suggested by the Audit Committee. The Extraordinary Congress may also be convened upon the request of one-fifth (1/5th) of all the delegates elected to the preceding Ordinary Congress. In this case such request addressed to the Chairperson of the Board, must be personally signed by those delegates and must include sufficient cause for holding the Extraordinary Congress. The Chairperson is required to respond within two months of receiving such written request. In all of the above instances the grounds for convening the Extraordinary Congress must be stated.

Section 2. Notice

The notice regarding an Extraordinary Congress must be received by the Chapters and Circles not later than two weeks and not earlier than one month prior to the scheduled date of the Extraordinary Congress. The notice must contain the reasons for convening the Extraordinary Congress and show its agenda. An Extraordinary Congress cannot consider any matters not included in the agenda and that were not the reason for its convocation.

Article 8 Delegates

Section 1. Election

At the general pre-Congress meeting of the Chapter, one delegate shall be elected for every five (5) members eligible to vote; with one delegate for the remaining eligible members. Every Circle has the right to one delegate at the Congress.

Section 2. Mandate

Delegates elected to an Ordinary Congress shall keep their mandates for two years, and shall have the right to take part in all Extraordinary Congresses which are called during their two year term.

Section 3. Inter-Congress activity

In the time between the Congresses, the delegates shall maintain contact with their electors, and in case of necessity may request the convocation of an Extraordinary Congress. (Article 7, Section 1.)

Section 4. Written Proxies

Delegates not able to attend the Congress shall transmit their right to vote to another present delegate by a written proxy. A delegate present at the Congress may have no more than three (3) written proxies.

Section 5. Ex-officio Delegates

Members of the Board of Directors, of the Audit Commission of the Association, as well as the Chairpersons of the Chapters (all these also referred to as representatives) have the right to vote as full fledged delegates at the Congress.

Article 9 Chapters

Section 1. Establishment

A Chapter of the Association can be established upon the written petition of no less than ten (10) members of the Association who live in the same locality or region. A Chapter can also be established by the Board of Directors, or through the expansion of a Circle to the required size. In each case, the establishment of a new Chapter requires a written authorization by the Board of Directors.

Section 2. Line of Authority

The rules regulating the activities and the existence of a Chapter are: the Constitution of the Association and its By-Laws, and (in descending order) the decisions adopted at the Congresses, instructions and rules adopted by the Board of Directors, decisions adopted at the general meetings of the Chapter, decisions of the Chapter's Executive Board as long as they are not in conflict with the Constitution and By-laws of the Association.

Section 3. Scope of Activity

A Chapter, depending on the number of active and qualified members, can expand its organizational structure. It can have various kinds of installations and real estate property for civic and cultural activities. Having increased its activities, a Chapter can increase the number of its Officers.

Section 4. Annual Meeting

The general meeting of the members of the Chapter shall be the Chapter's highest local authority. A regular annual meeting for reports and elections shall take place in April or May of each year. The procedure for convening the general meeting, the preparation of the agenda, the system of voting, the role of the Chairperson of the meeting and other analogous procedures shall be regulated by the Constitution, Article 7 and By-Laws Article 6 in all situations where they may apply.

Section 5. Extraordinary Meeting

Article 7 of the By-Laws shall regulate the convening of an Extraordinary Meeting, with the exception that the Chairperson of the Chapter must convene the Extraordinary meeting within two weeks if one-fifth (1/5th) of the Chapter's eligible members demand it. If the Chairperson intentionally delays convening the Extraordinary Meeting, the interested members shall have the right to call such a meeting in any way they can. An Extraordinary Meeting convened by the members of the Chapter shall be legitimate regardless of the number of signatures on the petition presented to the Chairperson. The Extraordinary Meeting shall have a quorum when a majority of the eligible members of the Chapter are present in person or by written proxy.

Section 6. Quorum

Simple majority of the eligible members of the Chapter present in person or through proxy at a general meeting, constitutes a quorum. The quorum can be checked during the meeting, especially prior to voting on essential matters and before the election of new officers of the Chapter. The moment it is determined that quorum does not exist, the assembly shall not have the right to make binding decisions, cannot conduct elections nor can it elect delegates to the Congress. An eligible member may have no more than two (2) written proxies. Lacking a quorum, the remaining members may only consider questions that do not require binding decisions. Such meeting must be adjourned until another time, when quorum can be assured. It is only at the pre-Congress meeting lacking a quorum, that the Chapter's Executive Board may prepare a reduced list

of eligible members on the basis of which the new quorum will be determined as will the number of possible delegates to the Congress.

Section 7. Competence

The general meeting of the Chapter's membership is competent to do the following:

7.1 to make and adopt rules, regulations and instructions to apply within that Chapter that are not in conflict with the Constitution and By-Laws of the Association, or those of the higher Association bodies, such as the Congress and Board of Directors;

7.2 to make decisions on generating additional funds in the Chapter by means of assessment, voluntary contributions and other fundraising activities;

7.3 to make decisions to build or buy a real estate property, approving the plans and budgets of capital repairs;

7.4 to audit the activities of the Chapter's commissions and its Executive Board, giving them or denying them a vote of confidence, and calling for new elections of the Chapter's Executive Board;

7.5 to review and approve the Chapter's annual budget;

7.6 to reprimand members of the Chapter's Executive Board for willful abuse of their office;

7.7 to make decisions on Chapter matters which are not specifically assigned to the Board of Directors of the Association and are not regulated by its Constitution and By-Laws.

Section 8. Officers

The Chapter's Executive Board shall consist of the Chairperson, Vice-President, Secretary and Treasurer, and other members elected for duties in committees of the Chapter.

Section 9. Audit Commission of the Chapter

The Audit Commission consisting of three (3) members shall be authorized to conduct the audit of the activity of the Chapter's Executive Board and its committees. It shall be elected and its Chairperson appointed at the general meeting of Chapter and shall report its findings to that body.

Section 10. Terms of Service

The members of the Chapter's Executive Board and the Audit Commission shall be elected for a period of one year and shall not be salaried. The functions having the same name and of the type as the functions of the Board of Directors of the Association shall be regulated by the same rules in areas where by analogy they apply.

The Chapter's Chairperson shall serve no more than four (4) consecutive terms with the count having started in the year 2009.

Section 11. Coordination

The Chapter's Executive Board shall maintain close contact with the Board of Directors of the Association in order to coordinate its activities with the

whole organization. It shall do so regarding important internal affairs of the Chapter, before making contact with other ethnic and lesser known American organizations, before making plans to participate in international performances, rallies, demonstrations and in all other affairs of importance to the whole Association.

Article 10 **Circles**

A Circle of the Association can be established in any locality where live at least five (5) persons who wish to become members of the Association. Due to its small membership the Circle does not have a full organizational structure and is administered by a Chairperson (and one or two Officers) elected by its members or appointed by the Board of Directors of the Association. The Circle shall act according to the Constitution and By-Laws of the Association, resolutions of the Congress and the rules and regulations of the Board of Directors. A Circle may become a Chapter when the number of its members increases to at least 10.

Article 11 **Affiliated Organizations**

Independent unincorporated Belarusian-American organizations that wish to operate under the aegis of the Association can join the Association as affiliated organizations and still maintain their autonomy. The rights and obligations of both organizations shall be defined in a Cooperation Agreement.

Article 12 **Parliamentary Law**

The Parliamentary Law according Robert's Rules of Order Revised shall be the final and deciding authority in all disputes, except in cases which are regulated by the Constitution or By-Laws of the Association. Robert's Rules of Order Revised are binding at all organizational levels of the Association and shall be used in all situations where they may apply.

Article 13 **Language**

Section 1. These By-Laws are published in English and Belarusian. Both versions are considered equally authentic. In the event of conflict about the correctness of the translation, the English text shall be the final and binding authority.

ARTICLE 14 **Amendments**

Section 1. These By-Laws may be altered, amended or repealed at any Congress by a majority vote of all delegates and representatives present in

person or by proxy; provided that a notice of such action has been approved at the preceding Congress. The complete text of the proposed changes prepared by a special commission shall be available for review and adoption.

ARTICLE 15
Effectiveness

Section 1. These By-Laws take effect immediately, superseding the previous By-Laws which are hereby repealed and void.

Adopted at the Congress held in Highland Park, New Jersey
on February 13, 2011.

Jan Zaprudnik
Chairperson of the Congress

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