

He shall be the official custodian of the records and seal of this organization.

He may be one of the officers required to sign the checks and drafts of the organization.

He shall present to the membership at any meetings any communication addressed to him as Secretary of the organization.

He shall submit to the Board of Directors any communications which shall be addressed to him as Secretary of the organization.

He shall attend to all correspondence of the organization and shall exercise all duties incident to the office of Secretary.

The Treasurer shall have the care and custody of all monies belonging to the organization and shall be solely responsible for such monies or securities of the organization.

He must be one of the officers who shall sign checks or drafts of the organization. No special fund may be set aside that shall make it unnecessary for the Treasurer to sign the checks issued upon it.

He shall render at stated periods as the Board of Directors shall determine a written account of the finances of the organization and such report shall be physically affixed to the minutes of the Board of Directors of such meeting.

He shall exercise all duties incident to the office of Treasurer.

No officer shall for reason of his office be entitled to receive any salary or compensation, but nothing herein shall be construed to prevent the President for receiving any compensation from the organization for duties other than as a President.

ARTICLE IX SALARIES

Board members shall not be compensated for their time serving on the Board. Any Board member may be reasonably compensated for actual work performed as an employee or agent of the organization for the management or fund raising efforts as the Board deems appropriate.

ARTICLE XII AMENDMENTS

These By-Laws may be altered, amended, repealed or added to by an affirmative vote of not less than 4 (80%) percent of the members.

ARTICLE XIII - INDEMNIFICATION

In consideration of service to it, the Corporation agrees to defend, indemnify and hold harmless any person made or threatened to be made a party to any action or proceeding, whether civil or criminal, by reason of the fact such person (or that person's ward, testator or intestate) is or was a Board member or an officer of the Corporation, or serves or served any other corporation, entity, subordinate agency or organization in any capacity at the request of the Board while such a Board member or officer of the