



CONSTITUTION, BYLAWS & POLICIES

<u>Constitution</u>, as last amended, was adopted by the Membership on September 1, 2021 via electronic voting

<u>Bylaws</u>, as last amended, were adopted by the Board on August 15, 2021 via electronic voting

<u>Policies</u>, as last amended, were adopted by the Board on November 23, 2020 via electronic voting

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AL-MON-O PENNSYLVANIA AIRSTREAM CLUB (131) CONSTITUTION

ARTICLE I NAME OF ORGANIZATION

Section 1. This organization is a chartered Local Club of the Wally Byam Caravan Club International, Inc., and shall be known as the AL-MON-O Pennsylvania Airstream Club (131) of the Wally Byam Caravan Club International, Inc. Referred to as "Club" in this Constitution, Bylaws and Policies.

ARTICLE II OBJECTIVES

- Section 1. The objectives of this non-profit organization shall be
 - To furnish encouragement and assistance in the development of the Club and thus afford fraternization for recreational vehicle owners
 - To encourage safe driving and assist in improving the general welfare of the recreational vehicle public through assistance and active participation of all its members in building a strong organization for the betterment of good will toward recreational vehicle travel
 - To coordinate with and participate in the interests and activities of the International and the Region
 - To cooperate with other organizations and Local Clubs within our sphere which are seeking to elevate their standards and ethics of the various groups
 - To disseminate information of an advisory and educational nature which will be of value to its members and the public
 - To study, advise and recommend legislation which is in the interest of the recreational vehicle public and oppose all legislation which is discriminatory and injurious to the recreational vehicle public
 - To encourage government and private agencies to provide more and better recreational vehicle parks and facilities.

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ARTICLE III MEMBERSHIP QUALIFICATIONS

- Section 1. An adult who owns a hard-sided recreational vehicle manufactured by Airstream, Inc. shall be eligible for membership.
- Section 2. There are two classes of membership in this Club; Regular Members and Affiliate Members.
- Section 3. An applicant for membership in this Club must submit an application in writing and, upon the payment of International and Club dues, shall be a Regular Member.
- Section 4. Regular Members who have sold their recreational vehicle manufactured by Airstream, Inc., may, upon request, retain their membership as Regular Members of this Club pursuant to the provisions of ARTICLE VI, Sec. 2 of the International Constitution. Such Regular Members shall possess all the rights and privileges of the International Club, including full voting rights in all elections and on all questions.
- Section 5. Any member of the Wally Byam Airstream Club may become Affiliate members in this Club by an application to the Membership Chair and upon acceptance shall possess all the rights and privileges of the Club, except:
 - The right to hold office in the Club.
 - The right to vote, through the Affiliated club, in the selection or election of officers in the Club, Region or International or on any amendment to the Club or the International Constitution.
 - The right to vote on the dissolution of the Club, consolidation of the Club with one or more Local Clubs, or the merger of the Club with another.
- Section 6. Applicants for Affiliate membership in this Club must submit dues and show evidence of membership in the International Club.
- Section 7. Failure to pay either Club or International dues will automatically terminate membership in the Club.
- Section 8. A co-owner, defined as one of two WBCCI members who own a single Airstream recreational vehicle and where each pays International and Club dues, shall be deemed to include the spouses or partners of each co-owner. Each shall have all the rights and privileges of membership, including voting.

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ARTICLE IV OFFICERS AND THEIR ELECTION

- Section 1. The officers of the Club shall be regular members of the Club and shall consist of:
 - President
 - First Vice President
 - Second Vice President
 - Secretary
 - Treasurer
 - Two Directors
- Section 2. The Officers shall be elected at the annual business meeting. They shall be installed and shall assume office immediately following the meeting normally held in December. Officers shall serve in office for a term of two years. In no case shall an officer be eligible to serve more than two consecutive terms in the same office except the Secretary or Treasurer, provided they are duly nominated and elected for each term in office.
- Section 3. The Directors shall be elected at the annual business meeting, each for a term of two years, but arranged so that only one-half of such Directors' terms expire in any one year.
- Section 4. An officer who advances to an office pursuant to the provisions of Section 5 of this Article shall not be deemed to have served a full term in such office unless said service is for a period of greater than one-half (1/2) the term of such office.
- Section 5. In the event of the death or resignation of the President or the death, advancement, or resignation of a Vice President, or an officer's inability to fulfill the duties of office, the next ranking Vice President (in the order First, Second) shall advance. All other vacancies on the Executive Board, except that of the Immediate Past President, shall be filled by a majority vote of the Executive Board.

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ARTICLE V EXECUTIVE BOARD

- Section 1. The Executive Board shall consist of all the Club officers plus the Immediate Past President of the Club.
- Section 2. The Executive Board shall be the administrative body of the Club and shall define the policies of and have full administrative authority in all matters pertaining to the Club, and exercise general control and supervision of all officers and committees.
- Section 3. The President or any two members of the Board may call a business meeting of the Executive Board at any time deemed necessary.
- Section 4. A quorum of the Executive Board shall consist of a majority of its members.

ARTICLE VI CLUB BUSINESS MEETINGS

- Section 1. The annual business meeting of the Club shall be held during the month of December. Additional business meetings may be held during any rally of the Club, and also may be called at any time by a majority vote of the Executive Board. The date, time, location and purpose of all Club business meetings shall be announced to the members in writing at least fifteen days prior to the meeting. A quorum for conducting business at any meeting shall not be less than 15 percent of the membership.
- Section 2. All Regular Members, including spouse or partner, voting at the annual or additional business meetings of this organization, shall each have one vote. Co-owners, including spouse or partner who pay International and Local Club dues to this Club as provided for in Article III, Section 8, shall each have one vote.
- Section 3. Ballots submitted by email, regular mail or facsimile may also be accepted from Regular members. The President and Secretary shall ensure no member casts more than one ballot. Votes allowed in this manner should be received by the Club no later than two (2) days before the regular or special meeting at which a vote is to be taken. These votes must be kept confidential until voting at a meeting has taken place. Such ballots also count as a part of the quorum for such a business meeting.

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ARTICLE VII BYLAWS

Section 1. Bylaws consistent with this Constitution, and with the Constitution, By-Laws and Policy of the Wally Byam Caravan Club International, Inc., embodying additional provisions for the government of the Club may be adopted by the Executive Board.

ARTICLE VIII AMENDMENTS

- Section 1. Proposed amendments to this Constitution shall be submitted to the Executive Board in writing. The Executive Board shall submit all such amendments to the members for their consideration.
- Section 2. Any Article or Section of this Constitution may be amended by a twothirds vote of the members voting at a business meeting of the Club or a special meeting called for that purpose. In either case, a notice containing the proposed amendment or amendments has been delivered by first-class mail or electronically to each member of the Club at least fifteen days prior to such a meeting. Provision for balloting may follow Article VI, Section 3 of this Constitution.
- Section 3. All amendments to this Constitution shall become effective upon adoption.

This Constitution, as last amended, was adopted by the Membership on September 1, 2021 via electronic voting.

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AL-MON-O PENNSYLVANIA AIRSTREAM CLUB (131) BYLAWS

ARTICLE I PARLIAMENTARY AUTHORITY

- Section 1. Parliamentary procedure for all meetings of the Club and Executive Board shall be governed by the current edition of "ROBERT'S RULES OF ORDER, NEWLY REVISED", except when they are in conflict with the Constitution or Bylaws of this Club.
- Section 2. The order of business shall be:
 - A. Opening Ceremonies, as appropriate

Invocation (Non-Sectarian)

Pledge of Allegiance (The United States Pledge of Allegiance may be omitted at all WBCCI rallies, events, and functions held outside the United States).

- B. Roll call of Executive Board and determination of quorum
- C. Approval of the minutes of previous meeting
- D. Reports of Officers and Committees
- E. Special Orders
- F. Unfinished business
- G. New Business
- H. Announcements
- I. Adjournment

ARTICLE II COMMITTEES AND KEY VOLUNTEER LEADERSHIP ROLES

Section 1. Standing Committees shall include:

A. Membership

The President shall appoint and be an ex-officio member of all committees except the Nominating Committee.

Section 2. All Standing Committees shall consist of a Chair and as many members as deemed necessary by the President. Chairs of Standing Committees

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	shall report at each meeting of the Executive Board.
Section 3.	Duties of Standing Committees
	A. Membership: Administer Club membership functions.
	• Be the Club's contact for prospective new members and explain the purpose and objectives of the Wally Byam Caravan Club International.
	• Extend invitations to prospective members to attend a rally or meeting when making application for membership.
	• Welcome new members into the Club with information and engage with them to promote a positive experience and smooth integration with the Club.
	• Maintain an updated Membership Roster and coordinate with the Treasurer to ensure having an accurate list of paid-up members. Assist the Treasurer, as needed, in following up on all members who have not paid dues by December 1.
	• Maintain a Club Directory and publish annually.
Section 4.	Special Committees may be appointed by the President as required.
Section 5.	In addition to the Officer roles identified in Article IV of this organization's Constitution and Chairs of Standing Committees identified in this Article, key volunteer leadership roles within this Club shall include a Newsletter Editor, Webmaster and a Social Media Administrator that primarily provide for effective channels of communication within the Club, as well as for information access with Local Club, Region and International levels.
	ARTICLE III GUESTS
Section 1.	A guest (or guests) sponsored and invited by a member in good standing, and using the member's trailer or motorhome or staying in a non-RV facility such as a cabin, motel room, etc., may attend activities of the

Section 2. A member in good standing in this Club may sponsor and invite a nonmember Airstream recreational vehicle owner, as a prospective member to attend rallies and other activities of the Club.

fee, exclusive of the parking fee.

Club. Members sponsoring such a guest shall pay one-half extra rally

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- Section 3. Members in good standing in the International Club may attend activities of the Club provided that such members, and where required, shall have made prior reservation.
- Section 4. The Club, once each calendar year, may host a rally, caravan or combination thereof with a recreational vehicle club not chartered by the Wally Byam Caravan Club International, Inc. It may conduct, twice each calendar year, (but not more than 50% of the rallies and caravans conducted by the Club in any calendar year), a Buddy Rally or a Buddy Caravan. Each member of the Club may invite not more than one non-member recreational vehicle family.

The non-member RV family to be invited is intended to be one, which is a prospective member, and one, which does not own an Airstream. The family is invited to the buddy rally or caravan to introduce them to the WBCCI "Way of Life" and the Club members in the hope they might decide to purchase an Airstream and join the Club. A buddy rally is not intended to be used by current or past WBCCI members to attend a WBCCI rally in their non-Airstream vehicles.

ARTICLE IV NOMINATING COMMITTEE

Section 1. The Executive Board shall, not less than ninety (90) days prior to the Club's annual business meeting, appoint a three member Nominating Committee who shall, after having obtained the prior acceptance for office of each nominee if elected, place in nomination one candidate for each office to be filled by election. The Nominating Committee will submit a written report to the Executive Board which shall include the names of all candidates considered, and the President shall distribute the report to the membership not less than fifteen (15) days before the business meeting. Additional candidates who have previously consented to accept the office if elected, may be placed in nomination from the floor of said meeting. No seconds are required for any nomination.

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ARTICLE V DUTIES OF OFFICERS

Section 1. The President shall:

- Preside at all meetings of the Club and Executive Board.
- Enforce the Constitution and Bylaws.
- Appoint all special committees and the Parliamentarian.
- Have such powers and duties as normally pertain to the principal executive office.

Section 2. The 1st Vice President shall:

- Attend all business meetings of the Club and the Executive Board.
- Assist the President.
- Assume the duties of the President in the President's absence.
- Set up the rallies for the next year when he/she will be President.
- Section 3. The 2nd Vice President shall:
 - Attend all business meetings of the Club and the Executive Board
 - Assist the President and the First Vice President
 - Assume the duties of the First Vice President in the absence of said officer
 - Assume the duties of the President in case of the absence of the President and the First Vice President
 - Perform the duties as assigned by the Executive Board.

Section 4. The Secretary shall:

- Issue notices of all meetings of the Club and the Executive Board as prescribed in Article VI, Sections 1 and Article VIII, Section 2 of the Constitution and Article XIV, Section 1 of the Bylaws.
- Prepare an agenda of pending business for use by the presiding officer at each meeting.
- Coordinate with the Treasurer and Membership Chair to maintain an accurate roster of paid-up members of the Club.
- Record and preserve the minutes of all official meetings of the Club and the Executive Board, and mail copies to the members of the Executive Board not more than fifteen (15) days following each meeting.

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- Record the attendance of the officers and directors at each meeting and advise the presiding officer if a quorum is present.
- Section 5. The Treasurer shall:
 - Maintain the financial records of the Club and receive all monies, as prescribed in International Policy 16.6.1, Financial Management, Items K-M and Policy, 16.6.2, Financial Data Guidelines, and promptly deposit them in the bank chosen by the Executive Board.
 - Notify members of expiration of dues, and direct the members to the Headquarters website to renew their International and Club dues. They should also maintain an up-to-date roster of paid-up members. Changes to this roster shall be shared with the Secretary, the Newsletter Editor, and the Membership Chair. In addition, the Membership Chair shall be notified of all members who have not paid their dues by their anniversary date in order that the membership chair might assist the Treasurer in contacting those members to collect their dues.
 - Submit a full written report of finances to the Executive Board at each meeting. Each year a committee selected by the incoming President will audit the books and accounts. Before retirement, all books, monies and property of the Club shall be delivered promptly to the incoming Treasurer.
- Section 6. The duties of the Directors shall be:
 - To attend all meetings of the Club and Executive Board.
 - To accept special assignments as directed by the President. Additional duties may be to chair or be members of committees.

ARTICLE VI MEETING TYPE

- Section 1. Any Business Meeting of the Club or the Executive Board may be held as an electronic meeting with a minimum of ten (10) days notification to the membership and Board. Such notification will include all necessary information for participation by the membership and Board.
- Section 2. Any electronic meeting will meet the quorums established in the Club's Constitution.

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ARTICLE VII DELEGATES

Section 1. The Executive Board shall appoint one delegate and one alternate from among the Regular Members who will attend the Constitutional Delegates Meeting of the Wally Byam Caravan Club International, Inc. An Affiliate Member of this Club who is a Regular Member in the same Region may be appointed if the Club has no Regular Members attending the Constitutional Delegates Meeting. Any vacancy occurring following such selection shall be filled by appointment by the President. The delegate should be instructed with respect to the wishes of the Local Club on matters to come before the meeting. The Delegate should also be instructed to vote their conscience should there be any amendment to a Constitutional amendment be presented at the meeting. The President and Secretary shall certify these appointments.

ARTICLE VIII DUES

- Section 1. The annual Club dues of Regular and Affiliate members shall be set by the Executive Board.
- Section 2. A member who fails to pay properly assessed International and Club dues before December 31 may not be listed in the Annual Membership Directory of the International Club for the following year. If the dues are not paid and receipted by the Club or International on or before December 31, the membership will be terminated.

ARTICLE IX CODE OF ETHICS

- Section 1. All members shall abide by the following Code of Ethics:
 - A. To be ever mindful of our responsibility to the Wally Byam Caravan Club International, Inc., and through conduct, indicate to the public that membership in this organization is an assurance of courtesy on the road and good will to all peoples and countries.
 - B. To be ever mindful of what we say or print with respect to the effect on others of our diverse membership so as to avoid disharmony and ill feelings among club members of diverse ethnicities, religious beliefs or orientation and to dedicate ourselves to the work of

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cementing together the members of our Clubs in bonds of friendship, good fellowship and mutual understanding.

- C. To conduct ourselves in a manner to inspire others also engaged in recreational vehicle travel to a full appreciation of the intent and meaning of this code
- D. To maintain our camps in an orderly manner and leave them the same way.

ARTICLE X LIABILITY

Section 1. Neither the Local Club nor its members are responsible for the loss of or damage to property or for injury or death of a person on the premises of any Club function. This freedom from responsibility for loss or damage to property applies regardless of whether that property has been received by any member or officer or left upon the premises.

ARTICLE XI POLICY

Section 1. Policy consistent with the Constitution and Bylaws of the Club and with the Constitution, Bylaws and Policy of the Wally Byam Caravan Club International, Inc., containing additional provisions for the government of the Local Club may be adopted by the Executive Board.

ARTICLE XII AMENDMENTS

- Section 1. These Bylaws may be amended at any business meeting of the Executive Board by a two-thirds vote, provided the proposed amendment has been submitted to all members of the Executive Board in writing ten (10) days prior to such meeting.
- Section 2. Such amendments shall become effective upon adoption.

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ARTICLE XIII MERGER, CONSOLIDATION OR DISSOLUTION OF THIS CLUB

Section 1. In the event the members of this Club deem it desirable for this Club to merge with another Local Club, or for the Local Club to consolidate with one or more Local Clubs, or for the Club to dissolve, the members shall, through the President of this Club, follow the appropriate procedures as prescribed in ARTICLE VII, Sections 1 through 6 of the Bylaws of the International Club. These procedures are in accordance with Section 501 (c) (7) of the Internal Revenue Service Code.

These Bylaws, as last amended, were adopted by the Board on August 15, 2021 via electronic voting.

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AL-MON-O PENNSYLVANIA AIRSTREAM CLUB (131) POLICIES

ARTICLE I AMENDMENTS

- Section 1. These Policies may be amended at any business meeting of the Executive Board and/or members by a two-thirds vote, provided the proposed amendment has been submitted to all members of the Executive Board in writing ten (10) days prior to such meeting.
- Section 2. Such amendments shall become effective upon adoption.

ARTICLE II LOCAL CLUB ALUMNI

Section 1. Previous Regular Club members who no longer belong to the International Club and no longer own an Airstream or any other type of RV unit may maintain their contact with Club activities upon request. These persons shall be called AL-MON-O Pennsylvania Airstream Club Alumni. Because they are not club members, Alumni shall not be assessed annual fees or dues. Alumni cannot vote on Club affairs or hold a Club office. These persons will receive copies of Club newsletters and will be welcome as an invited guest to attend Club activities.

ARTICLE III LOCAL CLUB PUBLICATIONS

- Section 1. The Club's directory shall include the following:
 - A. Listing of Club Officers
 - B. Listing of Region 2 officers, with addresses
 - C. Listing (with address, phone number, membership number)
 - i. Regular Club Members
 - ii. Affiliate members (those who pay International dues through another Local Club)
 - iii. AL-MON-O Pennsylvania Airstream Club Alumni
 - D. Listing of Club activities for the calendar year with dates and

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 pennsylvania. The website shall be maintained by a Regular Member of the Club who is appointed as Webmaster. Section 5. Any new publications, both printed or online, must be presented to Executive Board prior to being published. Upon review, the Executive Board will approve or deny said publication from being published. An publication approved by the Executive Board shall be maintained by a Regular Member of the Club. Section 6. In the event that a Regular Member of the Club, who is moderating a 		
 F. List of Past Presidents G. Updated copy of the Club's Constitution and Bylaws H. Wally Byam Creed I. Other information deemed appropriate Section 2. The Club's newsletter shall be called "The Point" with a graphic representation of the City of Pittsburgh's skyline. The monthly newsletter should contain newsworthy items of interest to Club members, including selected past and future Club, Region and International events. Section 3. The Club's Facebook page shall be called "Al-Mon-O Airstream Group". The group will be maintained by a Regular Member of the Club. Membership to the page shall be based on invitation and acceptance. Section 4. The Club's website shall be listed as https://airstreamclub.org/al-mon-pennsylvania . The website shall be maintained by a Regular Member of the Club who is appointed as Webmaster. Section 5. Any new publications, both printed or online, must be presented to Executive Board prior to being published. Upon review, the Executive Board will approve or deny said publication from being published. An publication approved by the Executive Board shall be maintained by a Regular Member of the Club. Section 6. In the event that a Regular Member of the Club, who is moderating a Club publication, leaves the Club, all publication information (includir online usernames and passwords) shall be given to the President. The		locations
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ARTICLE IV EXPENSES

Section 1. The Rally fee shall cover the following expenses:

- A. Food costs for any meal provided by the Hosts
- B. Costs for table decorations
- C. Costs for prizes and awards
- D. Optional: Costs for tours, entertainment or other activity

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Section 2.	The Rally fee shall be assessed on a per-person basis.
Section 3.	The Rally fee shall not include the campsite (parking) fee.
Section 4.	The Rally fee shall not include costs for catered or purchased meals at restaurants.
Section 5.	All members and guests attending only the Friday night dinner at a rally shall be responsible for paying an appropriate fee.
Section 6.	All members arriving to a rally on Saturday with their trailer shall be assessed an appropriate rally fee, less the cost of the Friday night meal, if there is one.
Section 7.	International and Regional Officers invited to attend a Club activity, such as a rally or dinner, shall be considered guests of the AL-MON-O Pennsylvania Airstream Club and some specific costs, such as rally fee and dinner expense, will be covered by the Club Treasury. For Club activities other than rallies and dinners, the Executive Board will review and approve specific costs that will be covered by the Club Treasury for invited International and Regional Officers
Section 8.	When a refund is received from State and Region Rallies, the funds will be deposited in the treasury, with the intent to be divided equally among those who attended the event. The refund amount will be announced at the Club meeting following the receipt of the refund. Anyone who wishes to leave their share in the Club's treasury will contact the treasurer to that effect. All others will be given a check in the amount of their refund share.
Section 9.	The Club will send either flowers or a cash donation in respect of a deceased Club member or a current AL-MON-O Pennsylvania Airstream Club Alumni or a person in the member's immediate family who lived in the household. Cost of each response shall not exceed \$50.00. Funds will come from the Club's treasury. The Club President may appoint a person or persons to oversee this function of the Club and to take appropriate action when the need arises.

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ARTICLE V LOCAL CLUB BANKING ACCOUNT

- Section 1. Those authorized to sign checks issued in the name of the Al-Mon-O PA Airstream Club are:
 - A. President
 - B. 1st Vice President
 - C. Secretary
 - D. Treasurer
- Section 2. At a vote of the Executive Board another member may be authorized to be added to the signatory card as an assistant to the Treasurer in case of travel or other reason the Treasurer is unable to sign checks and other officers are not available.
- Section 3. Signature cards signed by each of these individuals shall be kept on file in the bank holding the Club's account.

ARTICLE VI LOCAL CLUB RECORDKEEPING

- Section 1. The Club shall utilize reliable and efficient recordkeeping practices as an important aspect of managing the Club's operation, preserving its history, and providing for continuity as members and officers leave the Club.
- Section 2. Definitions
 - A. Record Broadly interpreted as an entity containing information of importance to the Club and needing to be retained. Records may be electronic or printed and internally or externally created. Record types are families of records that share the same purpose (e.g., newsletters, meeting minutes, membership directories, dues receipts, etc.)
 - B. Originator The person who creates a record or record type (e.g., original author of a document).
 - C. Owner The incumbent serving in a role that is assigned responsibility for maintaining a Record or record type during its period of retention.

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Section 3. Responsibilities

- A. The Secretary shall have overall responsibility for managing the Club's Recordkeeping Policy. The Secretary generally shall assign the responsibility of Owner of a Record or record type to the one of the Club's Officers (President, 1st/2nd/3rd VP, Secretary, Treasurer, Director), Standing Committee Chairs (Membership), or Volunteer Leadership Roles (e.g., Newsletter Editor, Webmaster, Social Media Administrator, etc.). The Secretary shall maintain, coordinate and publish a Recordkeeping Plan that identifies applicable records and record types as well as the assigned Owner (role & incumbent), the record release date and format, the record storage location, and the period of retention.
- B. The Originator of a Record or record type shall consult with the Secretary to determine the appropriate Owner when the record is released.
- C. The Owner of a Record or record type shall have responsibility for its preservation, currency, and appropriate availability and shall be assigned by the Secretary. The Owner shall coordinate with the Secretary to determine the appropriate period of retention for each Record or record type, as well as the preferred format. Owner responsibilities assigned to a role generally shall transfer to the incoming incumbent of a role once installed. Each Owner shall maintain a transferrable copy of assigned electronic and printed records and shall provide the incoming President with a backup copy of the year-over-year accumulation of electronic records on a memory storage device (e.g., USB thumb drive) annually at the December Business Meeting. The backup repositories are intended solely as an information retrieving safeguard and not for routine use.

ARTICLE VII LOCAL CLUB LOGO AND FLAGS

Section 1. The Club and WBCCI Executive Committee have approved the below logo and flag designs for the AL-MON-O Pennsylvania Airstream Club. The logo is authorized for broad use on correspondence, flags, banners, decals, signage, clothing & apparel, and other Club merchandise.

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Section 2. Local Club Logo



This Logo was approved by the Board and the Membership on September 4, 2020 via electronic voting and by the WBCCI Executive Committee on October 28, 2020.

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Section 3. Local Club Ceremonial Flag and Officer Flags





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These Local Club Flag Designs were approved by the Board on September 20, 2020 via email culminating a review at Boltz Shelter in East Brady, PA and various other electronic reviews. The Club Ceremonial Flag Design was approved by the WBCCI Executive Committee on October 28, 2020.

These Policies, as last amended, were adopted by the Board on 11/23/2020 via electronic voting.