

**THE VILLAGE DEMANDS:
STATEWIDE COALITION**

ON

BLACK AMERICAN AFFAIRS

CONSTITUTION AND BYLAWS

**An Affiliate of
The Western Region Council on Black American Affairs (WRCBAA)
and The National Council on Black American Affairs (NCBAA)
of The American Association of Community Colleges**

Submitted for approval to the WRCBAA Board of Directors

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VISION AND MISSION

Vision:

To eradicate anti-Blackness and uplift pro-Blackness in higher education.

Mission: The Village Demands is a statewide coalition of Black and African American Faculty, staff, students, community leaders and organizations created to address the state of education for Black and African Americans. Through Education Action and a Statewide Equity Institute, TVD-SCBAA is committed to the success of Black and African American students, faculty, staff, and community through fostering the transition from anti-Blackness to a pro-Black educational system by

- Mobilizing a coalition focused on influencing federal, state, local and institutional policies, practices and regulations that support and serve the well-being, communicate the needs, and that enfranchise and empower the Black and African American community through advocacy and education
- Increasing racial literacy, critical consciousness and cultural fluency in educational institutions and organizations
- Examining and interrogating systems, structures, actions, policies, procedures, and practices that impede the success of Black students and proposing new ideas, strategies, and approaches to advance the collective agenda of Black faculty, staff, and students.

The TVD-SCBAA is committed to:

- Improving educational opportunities for Black and African American students and professional development opportunities for Black and African American faculty, staff, students, administrators, and community.
- Developing collaborative relationships with educational, business, and public service institutions with compatible goals
- Networking to maximize the achievement of career goals for Black Americans within systems of higher education.
- Ensuring the articulation of positions on issues affecting Black Americans in the formulation of policy and decision making

PURPOSE

The general character, nature and purpose of the work of the TVD-SCBAA is:

- To promote the aims and objectives of the Western Region Council on Black American Affairs (WRCBAA), National Council on Black American Affairs (NCBAA) and the American Association of Community Colleges (AACC) as set forth in the governance section of its Constitution.

- To provide a local body with which Black and African American constituents of the systems of higher education can identify and affiliate in the interest of effective education of Black people.
- To organize and operate for educational purposes as they pertain to effective and quality education of Black and African American people in America, to the enhancement of the American culture, and to the development of the nation's total resources.
- To direct its efforts toward matters which include curricula, human resource development, data collection and dissemination, employment opportunities and communications with members of the TVD-SCBAA, WRCBAA, NCBA, AACC and groups with similar goals and objectives.
- To develop recommendations for submission to the WRCBAA, NCBA and AACC and pursue solutions to problems of education with which Black people are confronted, through joint efforts with other segments of higher education and groups with similar goals and objectives.
- To promote activities designed to sensitize, guide and effect change to the systems of higher education personnel to the specific needs of Black students in academic curriculum development and in the non- academic areas of personal counseling, career/vocational guidance, academic advisement, and financial aid.
- To promote activities that emphasizes the necessity for professional development of Black leadership within the colleges, and the implementation of meaningful equal Employment opportunity and sustainable diversity programs.
- To implement a statewide institute focused on increasing racial literacy, critical consciousness and cultural fluency in educational institutions and organizations. This encompasses the creation of a Virtual Statewide Equity Resource Center as one of the problem-solving approaches that The Village Demands will create to addressing structural and systemic racism.
- To develop career advancing, retention, and support programs needed to understand and navigate the racial dynamics within institutions of higher education.
- To foster the creation and development of special interest groups from within the membership of the TVD-SCBAA which addresses specific concerns and issues. The policies of these special interest groups shall be consistent with the Constitution of the TVD-SCBAA.

VALUES

The TVD-SCBAA believes in the development of full human potential, encourages lifelong learning for all people and acknowledges the worth of the individual. Therefore, the TVD-SCBAA

affirms its belief in the following shared values:

- Resistance to oppression and the quest for justice that is historically rooted in the Black American experience.
- The majesty, excellence, and beauty of the Black and African American culture and community.
- The wisdom, patience, endurance, guidance, love, and empathy of the indigenous and diasporic elders.
- The global contributions of African people to the advancement of society.
- The creative nature to invent and innovate in the midst of profound oppression and injustice.
- The courageous energy and enthusiasm that we as a people bring to transformative change under extraordinary circumstances.
- Embracing the academic and intellectual scholarship of Black minds.
- Affirming emancipatory education as a technology for freedom and liberation.
- Forming partnerships with federal, state and local organizations that share a similar mission, goal or educational objective.
- Encouraging student success, teaching excellence and positive role modeling.
- The power and impact of Black and African American role models as symbols of hope and opportunity and true representations of Black excellence.

GOALS

The TVD-SCBAA is committed to the following goals:

1. Examine and interrogate the systems, structures, actions, policies, procedures and practices that impede the success of Black students.
2. Adopt the ideas, strategies, and approaches being developed by the coalition to advance the collective agenda of Black faculty, staff, and students.

3. Interrupt the cycle of business as usual on our campuses and to call our campus constituents & leaders to action by adopting strategies that foster the transition from anti-Blackness to a pro-Black educational system.
4. Mandate classroom restructuring to non-Eurocentric and more inclusive models that are conducive for adult-learning purposes and reflective of the student populations.
5. Implement a Statewide Faculty Institute focusing on increasing racial literacy, critical consciousness, and cultural fluency in educational organizations.
6. Create a coalition of interested parties that mobilize and communicate the needs of the Black and African-American community through webinars, outreach, collaboration, and partnerships.
7. Promote-a collegial environment that enhances the access of Black and African American students to success in the system of higher education.
8. Strengthen relationships with policy development and funding sources that will support creative initiatives for African American students, faculty, staff, and administrators.
9. Expand and foster leadership participation and opportunities for African American students, faculty, staff, and administrators in higher education.
10. Promote an organizational culture that strengthens and sustains the professional growth, personal development and career advancement of African American students, faculty, and administrators.
11. Enhance the knowledge, abilities and skills of African American students, faculty, staff, and administrators to function effectively within the world of emerging information technology.
12. Mobilize a coalition to advocate and educate decision makers on federal, state, local and institutional policies and regulations that support and serve the well-being, communicate the needs, and that enfranchise and empower the Black and African American community.

AFFILIATE

The Village Demands Statewide Coalition on Black American Affairs (TVD-SCBAA) is a Chapter of the Western Region Council on Black American Affairs, and an affiliate organization of the National Council on Black American Affairs, a Council of the American Association of Community Colleges.

CONSTITUTION

Preamble

The Village Demands Statewide Coalition on Black American Affairs (hereinafter “TVD-

SCBAA: establish this Constitution in order to promote the aims and objectives of the Western Region Council on Black American (hereafter “WRCBAA”); and the National Council on Black American Affairs (hereinafter “NCBAA”) and the American Association of Community Colleges (hereinafter “AACCC”), as set forth in the Preamble to the Constitution of those organizations and which states, in part, that “education is essential for realizing the fullest potential of each member of our society and that appropriate higher education should be available to all.” The Village Demands primary attention shall be directed to the educational interests and success of Black and African Americans.

Article I. Name

The name of this association shall be The Village Demands Statewide Coalition on Black American, hereinafter referred to as the “TVD-SCBAA.”

Article II. Organization

TVD-SCBAA is organized exclusively for educational and charitable purposes, as a chapter organization of the WRCBAA, and as an affiliate of the NCBAA, a not-for-profit corporation. All the activities of the corporation shall be conducted in such a manner that no part of its net revenue shall insure to the benefit of any director, officer or individual.

Article III. Principal Office

The principal operating office of the TVD-SCBAA shall be located in the Office of the current President of the TVD-SCBAA. The TVD-SCBAA may have other office locations as affairs, from time to time may require, and shall be determined by the Executive Board (also known as the “Elders”) of the Chapter.

Article IV. Membership

The Chapter shall be open to individual professional/Staff, individual student, Associate members, retiree, and institutional members as defined in the Bylaws, who are dedicated and committed to the goals of the TVD-SCBAA.

Article V. Dues

Dues shall be established by the TVD-SCBAA Executive Board in accordance with the fiscal year. This chapter shall be financed by the allocation of annual dues of all members, and other activities approved by the Executive Board. Annual dues structure for membership will be set at a designated time annually with notification given to all appropriate individuals. The chapter Treasurer shall be responsible for collecting dues. Any member whose dues remain unpaid for one year shall be dropped from membership of this chapter but may be reinstated by the payment of the current year’s dues.

Article VI. Board of Directors

The governing body of the TVD-SCBAA shall be its Executive Board which shall be comprised of any members who meet membership requirements as defined by the bylaws. The Board shall be authorized to establish policies to govern the operation of this local chapter. The Board shall consist of no fewer than seven (7) members. In no event shall there be an even number of Board members. A majority of the members of the Executive Board shall constitute a quorum for the transaction of business.

Article VII. Officers

The Executive Board of the TVD-SCBAA shall be President, Vice President of Organizational Vitality & Programs, Vice President of Public Relations & Technology, Secretary, Treasurer, Social Coordinator, and Parliamentarian. The Officers of the Executive Board of the TVD-SCBAA shall serve two year terms of office. Except for the President and Vice President for Organizational Vitality & Programs, the Board may choose to elect Co-Officers at its discretion.

Article VIII. Duties of Officers

The officers of the Executive Board of the TVD-SCBAA shall possess such powers and responsibilities and perform such duties as are prescribed by the Bylaws of the TVD-SCBAA.

Article IX. Standing Committees

Standing Committees of the TVD-SCBAA shall be the mechanism through which much of the programmatic work of the Council is completed. Standing Committees shall perform their duties in a manner consistent with promoting the purposes, mission and goals of the TVD-SCBAA, as outlined in the Constitution and Bylaws and by directives of the Executive Board. The President shall have power to appoint all committees. A quorum for Standing Committees shall consist of a simple majority of the number of members serving on each committee.

Article X. Elections

The term of each member of the Executive Board shall be for two (2) years. No Board member may serve more than two (2) consecutive terms in the same office unless such appointment is approved by the Board for an emergency.

Article XI. Voting on Officers

The Organizational Vitality committee, appointed by the President and Chaired by the Vice President of Organizational Vitality & Programs, shall canvass the votes and tally the ballots submitted by the membership. The committee shall report the results of the voting at the meeting of the Executive Board, which follows the casting of ballots.

Article XII. Meetings of the TVD-SCBAA

The President shall notify the TVD-SCBAA Executive Board of the date, time and location of regularly scheduled meetings of the Executive Board at least one month in advance. The meeting agenda shall accompany the notice. The Executive Board shall have power to schedule the time and place of TVD-SCBAA chapter meetings.

Article XIII. Finance

At each annual meeting, the TVD-SCBAA Treasurer shall present a statement of financial condition and shall report on financial operations of the preceding year and financial plans for the succeeding year. No financial obligations shall be incurred by any officer or committee except as authorized within annual budgets, or under authority of special interim action, approved by the Executive Board. The fiscal year of the Association shall be fixed by the Bylaws.

Article XIV. Amendments

Proposed Amendments to the Constitution of the TVD-SCBAA shall be properly noticed for an official meeting of the Executive Board for that purpose, at least thirty (30) days prior to the vote of consideration or adoption and shall be adopted by a two-thirds (2/3) majority vote of the Board members present; voting and in good standing. Any Amendment(s) to the constitution that has been adopted by the Executive Board shall then be submitted to the general membership for ratification.

Article XV. Provision for Dissolution and Reference to Sections

In the event the dissolution of the TVD-SCBAA becomes necessary for any reason, the Executive Board shall distribute all assets of the Council which remain, after payment of any indebtedness, to such institutions(s) or associations(s) as the majority of the Executive Board shall determine from among those which are exempt from taxation under Section 501 (A) of the Internal Revenue Code, and which institutions (s) or associations(s) are organized and operated exclusively for educational and charitable purposes within the meaning of Section 501 (c) of the Internal Revenue code and which have purposes similar to the purposes of the WRCBAA, the NCBA, or the purposes of the AACC. All references to sections of the Internal Revenue code are to those sections as they are now enacted, or hereafter amended.

Article XVI. Parliamentary Authority

The rules contained in the most recent edition of Robert's Rules of Order is recognized as the parliamentary authority and shall govern the conduct of the meetings of the TVD-SCBAA, in all cases to which they are applicable and to the extent which they are consistent with the intent and purpose of the TVD-SCBAA Constitution and Bylaws, or any special rules or order that the TVD-SCBAA may, from time to time, adopt.

BYLAWS

Article I. Operations

The following basic policies shall govern the operations of The Village Demands Statewide Coalition on Black American Affairs (TVD-SCBAA):

- A. Only those persons elected to the Executive Board shall be empowered to act on behalf of the Council and exercise the powers set forth in the Articles of Incorporation and these Bylaws.
- B. The Council shall be not-for-profit.
- C. No person shall be denied the services offered by the Council on the basis of race, creed, age, sex or nationality.
- D. The services and operations of the Council shall be provided and conducted in accordance with such policies, rules and procedures as may from time to time be adopted and approved by the Executive Board.
- E. The operations of the Council shall be conducted in a manner consistent with applicable federal laws and the laws of the state of California.

Article II. Membership

Membership shall be for one year, consistent with the TVD-SCBAA's fiscal year, and shall consist of four categories:

- A. Individual Professional/Staff Membership - Such a member shall be a trustee, faculty member, administrator, or other personnel of the institution of higher education or organizational partner that qualifies for membership in accordance with the WRCBAA and NCBAAs Constitution and Bylaws.
- B. Individual Student Membership - The student shall be currently enrolled in an institution of higher education that qualifies for membership in accordance with the TVD-SCBAA Constitution and Bylaws. Students shall have and enjoy all the privileges of the TVD-SCBAA membership, except those of making motions, voting and holding office.
- C. Associate Member - Associate membership shall be extended to any individual, organization or group that does not meet any category of the NCBAAs membership, but who supports the purposes, programs and activities of the NCBAAs in accordance with the NCBAAs Constitution and Bylaws.
- D. Retiree - Retiree membership shall be extended to any retired trustee, faculty member, administrator, or other personnel of any institution of higher education institution.

- E. Institutional Member - Institutional memberships shall be extended annually to all systems of higher education institutions. Each institutional membership affords the institution two Individual memberships with the TVD-SCBAA.

Article III. Dues

- A. Dues for Individual Professional Members, Individual Student Members, Associate Members, Retiree Members, and Institutional Members are annual. The notification of assessment and the collection of dues shall be governed by procedures developed by the Executive Board. Membership dues shall be assessed and collected by the Treasurer, respectively, as provided in the policies and procedures.
- B. The Treasurer shall collect and include an assessment fee per dues paying member, which shall be paid to the WRCBAA, to cover the costs for both regional and national NCBAA dues.

Article IV. Voting

- A. Individual Professional members and retirees shall be entitled to one (1) vote in any referendum requiring the casting of a vote. Votes shall be cast as provided and in accordance with these Bylaws and procedures authorized by the Executive Board of the TVD-SCBAA. Students, Associate Members and Retirees are non-voting members.

Article V. Board of Directors

- A. Individual professional members, retirees and students may serve on the Board of Directors.
- B. The Board of Directors may include up to two students at a time.
- C. The term of each member of the Executive Board shall be for two (2) years. No Board member may serve more than two (2) consecutive terms in the same office.
- D. The Executive Board shall be authorized to fill vacancies on the Executive Board in the manner and to the extent provided by the TVD-SCBAA Bylaws.
- E. The term of the new board shall begin at the beginning of the new fiscal year following the election of board members.
- F. The Executive Board shall have the authority to terminate membership on the Board for just cause and shall have authority to make appointments to fill vacancies of unexpired terms on the Board.

Article VI. Meetings

- A. There shall be at least two (2) meetings of the TVD-SCBAA Executive Board, which

will be held in the summer and winter of each year. The summer Board meeting may be designated as the Annual Board meeting.

- B. During the Annual Meeting of the TVD-SCBAA Executive formal reports from each officer and committee/program chair will be submitted. Activities which were conducted during the preceding year, plans for the coming year, and other matters of interest to the membership will be reviewed.
- C. Meetings of the TVD-SCBAA Executive Board in addition to those identified in the Bylaws may be called by the President or upon the request of the majority of the Executive Board.
- D. The Executive Board shall have power to schedule the time and place of TVD-SCBAA local chapter meetings.

Article VII. Officers

- A. In the event of the absence of the President, the priority of the interim succession shall be the Vice President for Organizational Vitality & Programs, the Vice President for Public Relations & Technology, Secretary, and Treasurer.
- B. The Executive Board shall make interim appointments to fill the unexpired term of any Officer other than President. Any unexpired term of the Presidency shall be filled by the Vice President for Organizational Vitality & Programs, who serves the Board as President-elect.

Article VIII. Duties of Officers

The role of each Officer of the TVD-SCBAA shall be as follows:

President: The President shall serve as Chairperson of the Executive Board and preside at Board meetings of the TVD-SCBAA. He/she serves as the official representative of the TVD-SCBAA on all levels. He/she shall be responsible for the operation of the TVD-SCBAA and for the implementation of TVD-SCBAA policies and decisions. He/she shall also be responsible for the execution of other duties as outlined in the Bylaws.

Vice President for Organizational Vitality: The Vice President for Organizational Vitality, in cooperation with the Officers of TVD-SCBAA shall be responsible for events and activities which will foster the growth and development of the organization. He/she shall be responsible for establishing guidelines for enhancing and sustaining a positive image and organizational effectiveness. The Vice President shall provide leadership for the TVD-SCBAA Committee on Organizational Vitality. The Vice President for Organizational Vitality shall also be responsible for the maintenance of the TVD-SCBAA Constitution and bylaws. The Vice President for Organizational Vitality & Programs shall serve the Board as President-elect. The Vice President for Organizational Vitality & Programs in cooperation with the officers of the TVD-SCBAA shall be

responsible for developing and implementing structures and strategies for the recruitment, development and retention of members of the TVD-SCBAA. He/she shall establish and maintain procedures to ensure accountability in the processing of membership enrollment and renewals.

Additionally, the Vice President for Organizational Vitality & Programs, in cooperation with the Officers of TVD-SCBAA shall be responsible for developing and implementing coordinated programs, projects and activities for the fulfillment of the purposes, goals and objectives of the TVD-SCBAA. He/she shall be responsible for developing programs and activities for the TVD-SCBAA. The Vice President for Organizational Vitality & Programs shall provide the leadership for the Committee on Programs.

Vice President for Public Relations: The Vice President for Public Relations in cooperation with the Officers of the TVD-SCBAA, shall be responsible for coordinating, developing, and implementing short-range and long-range publicity campaigns on behalf of the TVD-SCBAA, to promote its purposes, programs, and activities. He/she shall be responsible for developing newsletters, brochures, news releases and other publications, which portray the TVD-SCBAA as a committed, effective and result-oriented association. The Vice President for Public Relations shall provide the leadership for the Committee on Public Relations & Technology.

Vice President of Technology : The Vice President of Technology is responsible for the global presence of TVD-SCBAA. The VP of Technology will oversee the maintenance of the website, and other web-based tools. The VP of Technology is responsible for keeping all web-based products functional and current. This position will evaluate the material as often as necessary to ensure the information that is posted is up-to-date and meets the goals/purposes of the organization. The VP of Technology will provide leadership on the Technology Committee on an as needed basis.

Secretary: The Secretary shall record, transcribe, file and distribute minutes of the proceedings of all Board meetings and shall assist with the written communication on behalf of the TVD-SCBAA. He/she shall assist in the processing of memberships, in cooperation with the Vice President for Organizational Vitality & Programs and the Treasurer.

Treasurer: The Treasurer shall be responsible for receiving, recording, managing, accounting for and reporting all TVD-SCBAA funds. He/she shall present, at each annual meeting, a statement of financial condition of the TVD-SCBAA and a report on the financial operations of the preceding year, including a statement of all revenues and expenditures, budgetary activity and balance sheet. The Treasurer shall provide the leadership for the Committee on Finance.

Parliamentarian: The Parliamentarian shall advise the President, other officers, committees and members relating to the conduct of meetings and parliamentary procedures.

Director of Programs: The Director of Programs, in conjunction with the other Officers of TVD-SCBAA, shall be responsible for coordinating programs, projects, and activities

for the fulfillment of the purposes, goals and objectives of the TVD-SCBAA. The Director of Programs shall serve on the Committee on Programs.

Removal of Board Members and Officers: An individual may be removed from their position as an officer and/or board member by a two-thirds vote of the TVD-SCBAA Board, or when previous written notice has been given by a majority vote of the TVD-SCBAA Board of Directors or by vote of majority of the entire TVD-SCBAA membership- any one of these will suffice. A successor may thereafter be appointed for the remainder of the term in accordance with Article VII.

This removal may occur based upon the following actions, but is not limited to:

- 1) Lack of Attendance
- 2) Misconduct
- 3) Dereliction of Duties
- 4) A conflict of interest or
- 5) Malfeasance
- 6) Incompetency/inability to perform duties

Article IX. Standing Committees

- A. The leadership of the Standing Committees of the TVD-SCBAA shall be the Executive Board member for the area of responsibility represented by the Committee. The Standing Committees of the TVD-SCBAA shall be the following:
 1. Organizational Vitality Committee
 2. Programs Committee
 3. Public Relations & Technology Committee
 4. Finance Committee
- B. Ad Hoc committees may be appointed by the President to provide leadership for specific initiatives.

Article X. Fiscal Year and Budget

- A. The Fiscal Year of the TVD-SCBAA and affiliates shall be July 1st through June 30th.
- B. The Fiscal Year budget of the TVD-SCBAA shall be developed and adopted by the Executive Board and reported to the membership not later than the Annual business meeting of the Executive Board, or as soon thereafter as possible.

Article XI. Notice

- A. Written notice stating the place, day and hour of meetings of the Executive Board or general membership, and the specific nature of the business to be transacted shall be

delivered by email or in person to each member affected by the notice at least five (5) days before such meetings, unless a greater notice period is required by the circumstances or by law in a particular case. Electronic distribution, social media posting, and regular mailing (postmarked) of the notice, to the latest address of record, shall be considered legal notice to the member to whom it is addressed.

- B. Special meetings of the Executive Board may be called at any time by the President or by at least one third (1/3) of the Executive Board or one third (1/3) of the TVD-SCBAA membership. Such notice shall state the purpose of reason for the meeting, the time, place and hour, at least three (3) days prior to the meeting, unless a greater notice period is required by the circumstances or by law.

Article XII. Amendments

- A. The Constitution of the TVD-SCBAA shall be adopted by a two-thirds (2/3) vote of the members of the Executive Board responding by email ballot.
- B. Ratification of the constitution or Amendments to the Constitution shall occur within eight (8) weeks of its adoption by the TVD-SCBAA Executive Board.
- C. The Bylaws may be amended by a majority vote of the members present, voting and in good standing of the Executive Board of the WRCBAA.

Article XIII. Liability and Hold Harmless

- A. No provision of these Bylaws or the Constitution shall be construed or interpreted as organizing or causing members of the TVD-SCBAA to constitute a partnership or cause them to become partners for any purpose. No member, officer, agent or employee shall be liable for the acts or failure to act on the part of any other member, officer, agent or employee of the TVD-SCBAA, WRCBAA, NCBA, its Regional Councils or any other affiliate.
- B. No member, officer, agent or employee shall be liable for his/her acts or failure to act under the TVD-SCBAA, WRCBAA or NCBA Constitution and Bylaws, except for acts or omission arising out of his/her willful malfeasance.
- C. The TVD-SCBAA is authorized to and shall engage in those activities, which are permitted by organizations exempt from taxation under section 501 (c) (3) of the United States Internal Revenue Code and no part of its net earnings shall endure to the benefit of any private individual, except that reasonable compensation may be paid for services actually rendered. No member of the TVD-SCBAA Executive Board shall be culpable for the misfeasance or malfeasance of the NCBA, its Regional Councils or any other affiliate.

Article XIV. Corporate Seal

- A. The Executive Board may, but is not required to, provide for a Corporate Seal in such

form and with such inscription as it shall determine.

Article XV. Enforceability of Provisions

- A. The invalidity or unenforceability of any provisions of these Bylaws shall not affect the validity or enforceability of remaining provisions herein.

Article XVI. Dissolution

- A. The Board of Directors shall have the authority, by a two-thirds (2/3) vote of the membership of the TVD-SCBAA Executive Board to take action of a probationary and/or dissolutionary nature against any state or local chapter for non-adherence to the NCBAAs Constitution, Bylaws or policies adopted by the Executive Board.
- B. opted by the Executive Board.


Article XVII.

Notice of Reading of Bylaws

Notice and reading of these bylaws shall be deemed to have taken place by making copies available to the members and a discussion of the Constitution at a Regular, Substitute or Special Meeting at least 10 days prior to being voted upon for adoption. Notice and reading of these bylaws occurred by distributing copies to the members and conducting full and open discussion of these bylaws with the members at the annual meeting.


By the authority vested in the undersigned, this Document is duly signed.

Date: January 4, 2021



Regina Stanback Stroud, TVD-WRCBAA
President

Date: January 5, 2021



Nzingha Dugas, TVD – WRCBAA
Secretary