

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE I, NAME

1.01 Name

The name of this corporation shall be THE VILLAGE VETERANS ASSOCIATION INCORPORATED.

The business of the corporation shall be conducted as THE VILLAGE VETERANS ASSOCIATION.

Approved by majority vote at a General Meeting dated 4-11-23
Signed P. H. [Signature]
Title VILLAGE PRESIDENT

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE II, PURPOSES AND LEGAL POWERS

2.01 Purpose

THE VILLAGE VETERANS ASSOCIATION INCORPORATED is a nonprofit corporation and shall be operated for educational and charitable purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code, or the corresponding section of any future Federal tax code. The Village Veterans Association Incorporated consists of three or more members joined by mutual consent for the common, nonprofit purposes of educating and rendering assistance to fellow veterans. To provide an accessible source of information concerning veterans and the community in which THE VILLAGE VETERANS ASSOCIATION is located. To stimulate love for our country and flag. To further legislation and objectives beneficial to all veterans and other veteran organizations. To observe, celebrate, and promote important veteran and patriotic holidays. To honor deceased veterans and their families by attending and/or assisting at funeral or memorial services.

2.02 Powers

The corporation shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the corporation is organized, and to aid or assist other organizations or persons whose activities further accomplish, foster, or attain such purposes.

The Legal power of the corporation may include, but not limited to, the acceptance of contributions from the public, whether financial or in-kind contributions.

2.03 Nonprofit Status and Exempt Activities Limitation

Nonprofit Legal Status

THE VILLAGE VETERANS ASSOCIATION INCORPORATED is a FLORIDA nonprofit corporation, recognized as tax exempt under Section 501(c)(3) of the United States Internal Revenue Code.

Approved by majority vote at a General Meeting dated 4-11-23
Signed [Signature]
Title VICE PRESIDENT

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

Exempt Activities Limitation

Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of this corporation shall take any action or carry on any activity by or on behalf of the corporation not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended.

No part of the net earnings of the corporation shall inure to the benefit or be distributable to any director, officer, member, or other private person, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation and these Bylaws.

Distribution Upon Dissolution

Upon termination or dissolution of THE VILLAGE VETERANS ASSOCIATION INCORPORATED, any assets and resources lawfully available for distribution shall be distributed to one (1) or more qualifying organizations described in Section 501(c)(3) of the 1986 Internal Revenue Code (or described in any corresponding provision of any successor statute) which organization have a charitable purpose which, at least generally, includes a purpose similar to the terminating or dissolving corporation.

The organization to receive the assets of THE VILLAGE VETERANS ASSOCIATION INCORPORATED hereunder shall be selected in the discretion of the managing body of the corporation, and if its members cannot so agree, then the recipient organization shall be selected pursuant to a verified petition in equity filed in a court of proper jurisdiction against THE VILLAGE VETERANS ASSOCIATION INCORPORATED, by one (1) or more of its managing body which verified petition shall contain such statements as reasonably indicate applicability of this section. The court upon finding this section is applicable shall select the qualifying organization or organizations to receive the assets and resources to be distributed, giving preference to organizations located within the State of Florida.

In the event that the court shall find that this section is applicable but there is no qualifying organization known to it which has a charitable purpose, which, at least generally, includes a purpose similar to THE VILLAGE VETERANS ASSOCIATION INCORPORATED, then the court shall direct the distribution of

Approved by majority vote at a General Meeting dated 4-11-23
Signed D. H. Franklin
Title VILL PRESIDENT

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

its assets lawfully available for distribution to any veterans organization in Florida.

Approved by majority vote at a General Meeting dated 4/11/2023
Signed Christopher Plummer
Title PRESIDENT

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE III, MEMBERSHIP

3.01 Eligibility

Membership shall be open to anyone that supports the purpose statement in Article 2, Section 2.01. Membership is granted after completion and receipt of a membership application and annual dues. All memberships shall be granted by agreement of the board of directors.

3.02 Annual Dues

The amount required for annual dues shall be determined at the end of each year for the following year by resolution at a general meeting and a majority vote of members present. Dues are payable January 1st of the current year and cover the period January 1st through December 31st of the current year. Dues may be collected throughout the year, however no discount will be given. In the event a member surrenders their membership or their membership is terminated in accordance with these Bylaws, there shall be no refund of annual dues.

3.03 Members in Good Standing

A member whose current dues are paid is in good standing and, unless terminated, is entitled to all membership rights in accordance with these Bylaws.

A member whose dues are unpaid after January 31st ceases to be a member in good standing and loses all rights of membership in THE VILLAGE VETERANS ASSOCIATION INCORPORATED.

3.04 Former Members

A member whose dues are unpaid ceases to be a member in good standing and loses all rights of membership in THE VILLAGE VETERANS ASSOCIATION INCORPORATED. A former member who ceased to be a member for nonpayment of dues may be restored by payment of current dues.

3.05 Life Members

Life Members

The chairman/president may at his/her discretion appoint life members for the benefit of THE VILLAGE VETERANS ASSOCIATION.

Life Membership Fees

Approved by majority vote at a General Meeting dated 7/25/23
Signed [Signature]
Title Vice Chairman

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

Life members are exempt from annual dues.

3.06 Rights of Members

No member shall be deprived of membership or suspended from membership, except for nonpayment of dues, and no elected officer may be relieved of office, except for nonpayment of dues or expiration of term of office (unless said office has been declared vacant in accordance with these Bylaws), unless the member shall have been removed as prescribed by these bylaws.

3.07 Revocation of Membership

A membership, other than that of a director, may be revoked at any time by a majority vote of the Board of Directors at a special meeting called for such purpose. Such meeting shall be closed to the general membership.

Approved by majority vote at a General Meeting dated 4/25/23
Signed Cynthia Alfier
Title Vice Chairman

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE IV, BOARD OF DIRECTORS

4.01 Number of Directors

THE VILLAGE VETERANS ASSOCIATION shall have a board of directors consisting of at least 3 and no more than 4 directors. Within these limits, the board may increase or decrease the number of directors serving on the board, including for the purpose of staggering the terms of directors.

4.02 Powers

All corporate legal powers shall be exercised by or under the authority of the board and the affairs of THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall be managed under the direction of the board, except as otherwise provided by law or elsewhere specified in these bylaws.

4.03 Terms

All directors shall be elected to serve a one-year term, however the term may be extended until a successor has been elected.

Directors may serve terms in succession.

The terms of office shall considered to begin after the Swearing in Ceremony of the current year and end after the Swearing in Ceremony of the following year, unless the term is extended until such time as a successor has been elected. Any extension of a director's term shall only be with the consent of that director.

4.04 Qualifications and Elections of Directors

In order to be eligible to serve as a director, the individual must be a member or life member, in good standing, of THE VILLAGE VETERANS ASSOCIATION INCORPORATED.

In order to be eligible to serve as President/Chairman or Vice-President/Vice-Chairman, the individual must be a member or life member, in good standing and a veteran who served in the Armed Forces of the United States and was not dishonorably discharged.

Directors may be elected at any general meeting by a majority vote of the members present. Nominations shall be made from the floor and consented to by the nominee.

The election of directors to replace those who are fulfilling their term of office shall take place in December of each year, at a general meeting closed to the public.

Approved by majority vote at a General Meeting dated Mar 23, 2023
Signed Cynthia A. Miller
Title Vice Chairman

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

4.05 Vacancies

Vacancies that occur due to resignation, incapacitation, death, or removal of a director maybe filled at any general meeting by a majority vote of the members present. The elected director shall serve for the balance of the term of the director being replaced.

4.06 Removal of Directors

A director may be removed for cause by a majority vote of directors then in office, at a Special Meeting of the board of directors called for such purpose. The director being subject to removal must be given written notification of the board's intention to discuss his/her case and shall be given the opportunity to be heard at the meeting.

4.07 Meetings

Annual Meeting. The board of directors shall hold an annual meeting with members and life members as soon as possible after January 1.

General Meetings. The board of directors shall hold general meetings with members and life members a minimum of once per month. These meetings are open to the general public, except when specified in these bylaws.

Special Meetings. Special meetings may be called by the President/Chairman as he/she sees fit.

4.08 Manner of Acting

Quorum. Two directors of the directors in office immediately before a meeting shall constitute a quorum for transaction of business at that meeting. No business shall be considered at any meeting at which a quorum is not present.

Majority Vote. Except as otherwise required by law the act of the majority of members and life members present and/or at which a quorum is present shall be the act of the board.

Hung Decisions. On the occasion that a decision cannot be made due a tied number of votes, the chairman/president shall have the power to swing the vote based on his/her discretion.

Participation. Directors must participate in a general meeting in person. Except as required otherwise by law, the Articles of Incorporation, or these Bylaws, directors may participate in a special meeting through the use of any means of communication by which all directors participating may hear each other during the meeting, including in person, internal video meeting or by telephonic conference call.

Approved by majority vote at a General Meeting dated May 23, 2023
Signed Cynthia G. Gier
Title Vice Chairman

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

4.09 Compensation for Board Members for Services

Directors shall receive no compensation for carrying out their duties as directors. The board may adopt policies for reasonable reimbursement of directors expenses incurred in conjunction with carrying out board responsibilities.

4.10 Compensation for Professional Services by Directors

Directors are not restricted from being remunerated for professional services provided the corporation. Such remuneration shall be reasonable and fair to the corporation and must be reviewed and approved in accordance with the Conflict of Interest policy and state law.

Approved by majority vote at a General Meeting dated MAY 23, 2023
Signed Cynthia R. Rhee
Title Vice Chairman

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE V, COMMITTEES

5.01 Committees

All committees shall be appointed by the president/chairman, and as such shall serve at his/her will and pleasure. The president/chairman and the treasurer shall be ex-officio members of all committees.

All actions of any committees must be approved by the president/chairman, unless otherwise specified in these Bylaws.

Approved by majority vote at a General Meeting dated May 23, 2023
Signed Christopher J. Fennell
Title President

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE VI, OFFICERS

6.01 Board Officers

The officers of the corporation shall be president/chairman, vice-president/vice-chairman, secretary, and treasurer, all of whom shall be chosen by, and serve at the pleasure of, the members. Each officer shall have the authority and shall perform the duties set forth in these Bylaws or by resolution of the board or by direction of an officer authorized to prescribe the duties and authority of other officers.

One person may hold two offices, but no officer may act in more than one capacity where action of two or more officers is required.

6.02 Terms of Office

Each officer shall serve a one-year term of office. Each term of office shall begin after being sworn in at the Annual Meeting and shall end upon the swearing in of elected officers at the Annual Meeting.

6.03 Removal and Resignation

The board of directors may remove an officer at any time with cause in accordance with these Bylaws.

Any officer may resign at any time. Any resignation shall take effect at the date of receipt of notice, unless otherwise specified in the notice.

6.04 President/Chairman

The president/chairman shall be the chief volunteer officer of the corporation. The president shall lead the board of directors in performing its duties and responsibilities, including, if present, presiding at all meetings, and shall perform all other duties incident to the office.

6.05 Vice President/Vice Chairman

In the absence or disability of the president/chairman, the vice-president/vice-chairman shall perform the duties of the president/chairman. When so acting, the vice-president/vice-chairman shall have all the legal powers of and be subject to all restrictions upon the president/chairman. The vice-president/vice-chairman shall have such other powers and perform such other duties prescribed for them by the president/chairman.

Approved by majority vote at a General Meeting dated 6/17/2023
Signed Cristyler Bernard
Title President

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

6.06 Secretary

The secretary shall keep or cause to be kept a book of minutes of all meetings. The minutes of each meeting shall state the time and other information as shall be necessary to determine the actions taken and whether the meeting was held in accordance with the law and these Bylaws. The secretary shall have such other powers and perform such other duties as may be prescribed by the president/chairman.

6.07 Treasurer

The treasurer shall be the lead director for oversight of the financial condition and affairs of the corporation. The treasurer shall keep the governing body informed of the financial condition of the corporation. The treasurer shall have such other powers and perform such other duties as may be prescribed by the president/chairman.

6.08 Non-Director Officers

The president/chairman may appoint additional non-director officers to the corporation and assign them duties as needed.

Approved by majority vote at a General Meeting dated 6/27/2022
Signed Christopher C. Sullivan
Title President

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE VII, CONTRACTS, CHECKS, LOANS, INDEMNIFICATION

7.01 Contracts and other Writings

Except as otherwise provided by resolution or policy of the board, all contracts, deeds, leases, mortgages, grants, and other agreements shall be executed on its behalf by the president/chairman or person to whom the president/chairman has delegated the authority.

7.02 Checks, Drafts, Other Orders of Payment

All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the corporation, shall be determined by resolution and signed in accordance with the resolution.

7.03 Deposits

All funds of the corporation shall be deposited in a depository as designated by resolution.

7.04 Loans

No loans shall be contracted on behalf of the corporation and no evidence of indebtedness shall be issued in its name unless approved at a general meeting by a majority of the members present.

7.05 Indemnification

Mandatory Indemnification. The corporation shall indemnify a director or former director, who was wholly successful, on the merits or otherwise, in defense of any proceeding to which he or she was a party because he or she is or was a director of the corporation against reasonable expenses incurred by him or her in connection with the proceedings.

Permissible Indemnification. The corporation shall indemnify a director or former director made a party to a proceeding because he or she is or was a director of the corporation, against liability incurred in the proceeding, if the determination to indemnify him or her has been made in the manner prescribed by the law and payment has been authorized in the manner prescribed by law.

Advance for Expenses. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the board in the specific case, upon receipt of (I) a written affirmation from the director, officer, employee or agent of his or her good

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

faith belief that he or she is entitled to indemnification as authorized in this article , and (II) an undertaking by or on behalf of the director, officer, employee or agent to repay such amount, unless it shall ultimately be determined that he or she is entitled to be indemnified by the corporation in these Bylaws.

Indemnification of Officers, Agents and Employees. An officer of the corporation who is not a director is entitled to mandatory indemnification under this article to the same extent as a director. The corporation may also indemnify and advance expenses to an employee or agent of the corporation who is not a director, consistent with Florida Law and public policy, provided that such indemnification, and the scope of such indemnification, is set forth by the general or specific action of the board or by contract.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE VIII, MISCELLANEOUS

8.01 Books and Records

The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of all meetings and a record of all actions taken. In addition, the corporation shall keep a copy of the Articles of Incorporation and Bylaws as amended to date.

8.02 Fiscal Year

The fiscal year shall be from January 1 to December 31 of each year.

8.03 Conflict of Interest

The board shall adopt and yearly review a conflict of interest policy to protect the corporation's interest when it is contemplating any transaction or arrangement which may benefit any director, officer, employee, affiliate, or member.

8.04 Nondiscrimination Policy

The officers, members, employees, and persons served by this corporation shall be selected entirely on a nondiscriminatory basis with respect to age, sex, race, religion, national origin, and sexual orientation.

It is the policy of THE VILLAGE VETERANS ASSOCIATION INCORPORATED not to discriminate on the basis of race, creed, marital status, gender, sexual orientation, age, physical disability or color, religion, or national origin.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE IX, COUNTER-TERRORISM AND DUE DILIGENCE POLICY

In furtherance of its tax exemption by contributions to other organizations, domestic or foreign, THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall stipulate how the funds will be used and shall require the recipient to provide the corporation with detailed records and financial proof of how the funds were utilized.

Although adherence and compliance with the US Department of the Treasury's publication the "Voluntary Best Practice for US Based Charities" is not mandatory, THE VILLAGE VETERANS ASSOCIATION INCORPORATED willfully and voluntarily recognizes and puts to practice these guidelines and suggestions to reduce, develop, reevaluate and strengthen a risk-based approach to guard against the threat of diversion of charitable funds or exploitation of charitable activity by terrorist organizations and their support networks.

THE VILLAGE VETERANS ASSOCIATION shall also comply and put into practice the federal guidelines, suggestion, laws and limitation set forth by the pre-existing U.S. legal requirements related to combating terrorist financing, which include, but are not limited to, various sanctions programs administered by the Office of Foreign Assets Control (OFAC) in regard to foreign activities.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE X, DOCUMENT RETENTION POLICY

10.01 Purpose

The purpose this document retention policy is establishing standards for document integrity, retention, and destruction and to promote proper treatment of THE VILLAGE VETERANS ASSOCIATION INCORPORATED records.

10.02 Section 1-General Guidelines

Record should not be kept if they are no longer needed for the operation of the corporation or required by law. Unnecessary records should be eliminated from the files.

From time to time THE VILLAGE VETERANS ASSOCIATION INCORPORATED may establish retention or destruction policies and schedules for specific categories of records in order to ensure legal compliance, and to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that warrant special consideration are identified below.

Section 2-Exception for Litigation Relevant Documents

THE VILLAGE VETERANS ASSOCIATION INCORPORATED expects all officers, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, and employees should note the following general exception to any stated destruction schedule: If you believe, or the VILLAGE VETERANS ASSOCIATION INCORPORATED informs you, that corporate records are relevant to litigation, or potential litigation, then you must preserve these records until it is determined they are no longer needed. This exception supersedes any previously or subsequently established destruction schedule for these records.

Section 3-Minimum Retention Periods for Specific Categories

Corporate Documents

Corporate records include the Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Tax Exemption. Corporate records shall be retained permanently. IRS Form 1023 shall be available for public inspection upon request as set forth in these bylaws.

Tax Records

Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

concerning the corporation's revenue. Tax records shall be retained for seven years from the date of filing the applicable return.

Employment Records/Personnel Records

Retirement and pension records shall be kept permanently. Other employment records shall be retained for ten years.

Board Materials

Meeting minutes shall be retained in perpetuity. All board materials shall be kept for no less than three years by the corporation.

Public Filings

Publicly filed documents shall be kept permanently.

Legal Files

Legal documents shall be retained for ten years, unless legal counsel determines otherwise.

Marketing and Sales Documents

Generally marketing and sales documents shall be kept for three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other pertinent documents. These documents shall be kept three years beyond the life of the agreement.

Development/Intellectual Property and Trade Secrets

Documents designated as containing trade secret information shall be kept for the life of the trade secret.

Contracts

Final, execution copies of all contracts entered into by the corporation shall be retained for three years beyond the life of the agreement, unless publicly filed which will be kept permanently.

Correspondence

Unless correspondence falls under another category listed elsewhere in these Bylaws, correspondence shall be retained for two years.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

Banking and Accounting

Banking and accounting documents include, but is not limited to, ledger, schedules, reconciliations, bank statements, deposit slips, checks, invoices, and inventory documents shall be kept for seven years.

Insurance

All insurance records shall be kept permanently.

Audit Records

All audit records shall be kept permanently.

Section 4-Electronic Mail

E-mail that needs to be saved shall be printed in hard copy or downloaded to a computer file and kept electronically or on disk. The retention period depends on the subject matter.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

**ARTICLE XI, TRANSPARENCY AND ACCOUNTABILITY DISCLOSURE OF
FINANCIAL INFORMATION WITH THE GENERAL PUBLIC**

11.01 Purpose

THE VILLAGE VETERANS ASSOCIATION INCORPORATED practices and encourages transparency and accountability to the general public.

11.02 Financial and IRS Documents

THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall provide Internal Revenue forms and Bylaws to the general public.

11.03 Means and Conditions of Disclosure

THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall make the aforementioned documents available after having received (I) a written request from the entity requesting the document and (II) the cost of copying the document. THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall not charge a fee if the document can be downloaded. If the information is available, the information will be provided within 7 days of the written request.

11.04 IRS Annual Information Returns (Form 990)

THE VILLAGE VETERANS ASSOCIATION INCORPORATED shall submit the Form 990 to its governing body prior to filing at a general meeting.

11.05 Board

All meetings are open to the public except as specified in these Bylaws.

All meeting minutes shall be open to the public once accepted by the members, except those involving termination of members.

11.06 Staff Records

No staff records shall be made available to any person outside the corporation except authorized government agencies.

11.07 Donor Records

No donor records shall be made available to any other person outside the corporation except authorized government agencies.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

ARTICLE XII, CODE OF ETHICS AND WHISTLE-BLOWER POLICY

12.01 Purpose

THE VILLAGE VETERANS ASSOCIATION INCORPORATED requires and encourages members, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. Members of the corporation must practice honesty and integrity and comply with all applicable laws and regulations.

12.02 Reporting Violations

If any member reasonably believes that THE VILLAGE VETERANS ASSOCIATION INCORPORATED is in violation of law, a written complaint must be filed by that person with the president/chairman, or the vice-president/vice-chairman, or the secretary.

12.03 Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be subject to civil and criminal review.

12.04 Retaliation

Said person is protected from retaliation only if she/he brings the alleged activity to the attention of THE VILLAGE VETERANS ASSOCIATION INCORPORATED and provides THE VILLAGE VETERANS ASSOCIATION INCORPORATED with a reasonable opportunity to investigate and correct the activity, if necessary.

12.05 Confidentiality

Suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Such submissions shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

12.06 Handling of Reported Violations

The director receiving the reported violation shall notify the sender and acknowledge receipt of the reported violation within five business days. All reports shall promptly be investigated by the board a special meeting of the board closed to members and the public. The appropriate action shall be taken if warranted by the investigation.

Approved by majority vote at a General Meeting dated _____

Signed _____

Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

**ARTICLE XIII, AMENDMENTS OF BYLAWS AND ARTICLES OF
INCORPORATION**

13.01 Amendments to the Articles of Incorporation

Any amendment to the Articles of Incorporation may be adopted by approval of a majority of members at a general meeting.

13.02 Amendments to the Bylaws

These Bylaws may be amended, altered, repealed, or restated by a vote of the majority of members at a general meeting, provided however,

that no amendment shall be made which would cause the corporation to cease to qualify as a tax exempt corporation under Section 501 (c) (3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code; and

that an amendment does not affect the voting rights of directors; and

that all amendments be consistent with the Articles of Incorporation.

Approved by majority vote at a General Meeting dated _____
Signed _____
Title _____

THE VILLAGE VETERANS ASSOCIATION INCORPORATED BYLAWS

CERTIFICATE OF ADOPTION OF BYLAWS

I do hereby certify that the above stated Bylaws of THE VILLAGE VETERANS ASSOCIATION INCORPORATED were approved at a general meeting of THE VILLAGE VETERANS ASSOCIATION on June 27th, 2023 and constitute a complete copy of the Bylaws of the corporation.

Latsi E. Bayne
Signature

Latsi E. Bayne
Printed Name

Secretary
Title

Approved by majority vote at a General Meeting dated June 27, 2023
Signed Latsi E. Bayne
Title Secretary