

# The International Association of Lions Clubs State of New Hampshire

## **Multiple District 44**

**CONSTITUTION AND BY-LAWS** 

Fiscal Year 2024-2025

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## **Lions Clubs International**

#### **PURPOSES**

TO ORGANIZE, charter and supervise service clubs to be known as Lions clubs.

**TO COORDINATE** *the activities and standardize the administration of Lions clubs.* 

TO CREATE and foster a spirit of understanding among the peoples of the world.

**TO PROMOTE** the principles of good government and good citizenship.

**TO TAKE** an active interest in the civic, cultural, social and moral welfare of the community.

**TO UNITE** the clubs in the bonds of friendship, good fellowship and mutual understanding.

**TO PROVIDE** *a forum for the open discussion of all matters of public interest; provided, however, that partisan politics and sectarian religion shall not be debated by club members.* 

**TO ENCOURAGE** service-minded people to serve their community without personal financial reward, and to encourage efficiency and promote high ethical standards in commerce, industry, professions, public works and private endeavors.

#### **VISION STATEMENT**

**TO BE** the global leader in community and humanitarian service.

#### **MISSION STATEMENT**

**TO EMPOWER** *Lions clubs, volunteers and partners to improve health and well- being, strengthen communities, and support those in need through humanitarian service and grants that impact lives globally, and encourage peace and international understanding.* 

## STANDARD MULTIPLE DISTRICT CONSTITUTION

#### ARTICLE I

#### Name

Section 1. This Organization shall be known as MULTIPLE DISTRICT 44, State of New Hampshire, Lions International, hereinafter referred to as "State". Any reference to masculine pronouns in this document shall be intended to refer to either male or female gender.

#### ARTICLE II Purposes

The purposes of this multiple district shall be:

- (a) To provide an administrative structure with which to advance the Purposes of Lions Clubs International in this multiple district.
- (b) To create and foster a spirit of understanding among the peoples of the world.
- (c) To promote the principles of good government and good citizenship.
- (d) To take an active interest in the civic, cultural, social and moral welfare of the community.
- (e) To unite the members in the bonds of friendship, good fellowship and mutual understanding.
- (f) To provide a forum for the open discussion of all matters of public interest; provided, however, that partisan politics and sectarian religion shall not be debated by club members.
- (g) To encourage service-minded people to serve their community without personal financial reward, and to encourage efficiency and promote high ethical standards in commerce, industry, professions, public works and private endeavors.

#### ARTICLE III Membership

The members of this organization shall be all Lions clubs in this multiple district chartered by Lions Clubs International.

This multiple district shall consist of two sub-districts, with boundary lines as adopted by a multiple district convention and approved by the International Board of Directors of Lions Clubs International.

## ARTICLE IV

#### Emblem, Colors, Slogan and Motto

**Section 1. EMBLEM.** The emblem of this association and each chartered club shall be of a design as follows:

**Section 2. USE OF NAME AND EMBLEM.** Use of the name, goodwill, emblem and other logos of the association shall be according to the guidelines established from time to time in the by-laws.

**Section 3. COLORS.** The colors of this association and of each chartered club shall be purple and gold.

Section 4. SLOGAN. Its Slogan shall be: Liberty, Intelligence, Our Nation's Safety.

Section 5. MOTTO. Its Motto shall be: We Serve.

#### ARTICLE V Supremacy

The Standard Form Multiple District Constitution and By-Laws shall govern the multiple district unless otherwise amended so as not to conflict with the International Constitution & By-Laws and policies of Lions Clubs International. Whenever there may exist a conflict or a contradiction between the provisions set out in the multiple district constitution and by-laws and the International Constitution and By-Laws, then the International Constitution and By-Laws shall govern.

## ARTICLE VI

#### **Officers and Council of Governors**

**Section 1. COMPOSITION.** There shall be a Council of Governors composed of all the district governors in the multiple district and shall also include one current or past district governor who shall serve as council chairperson. The officers of this multiple district shall be the members of the Council of Governors. Each member of the council of governors, including the council chairperson, shall have one (1) vote on each question requiring action of the council of governors. The council chairperson shall serve for a one-year term only and cannot serve in that capacity again. (Note: Article VIII, Section 4 of the International By-Laws permits the multiple

district, by provision in its constitution and by-laws, to include certain other Lions as members of the Council of Governors.)

**Section 2. OFFICERS**. The officers of the Council of Governors shall be a chairperson and vice-chairperson, secretary and treasurer and such other officers as the Council of Governors shall deem necessary, all of whom shall be elected annually by the Council of Governors.

**Section 3. POWERS**. Except where inconsistent with and contrary to the provisions of the articles of incorporation and constitution and by-laws of Lions Clubs International, the powers granted therein to the board of directors of said association, and the policies and acts of said board of directors, the Council of Governors shall:

- (a) Have jurisdiction and control over all officers and agents, when acting as such, of the Council of Governors and all committees of the multiple district and multiple district convention.
- (b) Have management and control over the property, business and funds of the multiple district.
- (c) Have jurisdiction, control and supervision over all phases of the multiple district convention and all other meetings of the multiple districts.
- (d) Have original jurisdiction, when authorized under policy of the international board of directors and under rules of procedure prescribed by said board, to hear and rule upon any complaint of a constitutional nature raised by any sub-district or districts, and Lions club, or any member of a Lions club, in the multiple districts. All such rulings of the Council of Governors shall be subject to review and decision by said international board.
- (e) Have control and management of all budgetary matters of the multiple district and committees of the multiple district and multiple district convention. No obligation may be approved or made which shall affect an unbalanced budget or deficit in any fiscal year.

Section 4. **REMOVAL**. At the request of the majority of the Council of Governors, A Special Meeting of the Council may be called for the purpose of removal of the Council Chairperson. Regardless of the manner in which the Council Chairperson is selected or elected, the Council Chairperson may be removed from the Council for cause by an affirmative vote of 2/3 of the entire number of the Council of Governors.

#### Article VII

#### Multiple District Convention

**Section 1. TIME AND PLACE.** An annual convention of this multiple district shall be held in each year prior to the international convention at a place selected by the delegates of a previous annual convention of this multiple district and at a date and time fixed by the Council of Governors.

**Section 2. CLUB DELEGATE FORMULA.** Each chartered club in good standing in Lions Clubs International, and its district, and this multiple district shall be entitled in each convention of this multiple district to one (1) delegate and one (1) alternate for each ten (10) members, who have been enrolled for at least one year and a day in the club or major fraction thereof, of said club as shown by the records of the international office on the first day of the month last preceding that month during which the convention is held. The major fraction referred to in this section shall be five (5) or more members. Each certified delegate present in person shall be entitled to cast one (1) vote only for each office to be filled by, and one (1) vote only on each question submitted to, the respective convention. Unless otherwise specified herein, the affirmative vote of a majority of the delegates voting on any question shall be the act of the convention. All eligible delegates must be members in good standing of a club in good standing in this district.

Delinquent dues may be paid and good standing acquired up to fifteen (15) days prior to the close of credential certification, as such closing time shall be established by the rules of the respective convention.

Section 3. QUORUM. A majority of the delegates in attendance at any session of a subor multiple district convention shall constitute a quorum.

Section 4. SPECIAL CONVENTION. A Special Convention of the clubs of the Multiple District may be called by a two-thirds vote of the Council of Governors at such time and place as they shall determine; provided that such Special Convention shall conclude no less than 15 days prior to the convening date of the International Convention. Written notice of the Special Convention setting forth the time, place and purpose thereof, shall be provided to each club in the Multiple District by the Multiple District Council Secretary, no less than 30 days prior to the convening date of the Special Convention.

## Article VIII

#### **Multiple District 44**

#### **Health Services of NH**

Section 1: The Multiple District 44 Health Services of NH (HSNH), a committee of the Multiple District 44 Lions of New Hampshire, shall consist of up to twenty-one (21) voting Lions members. This voting membership shall be appointed by the District Governors with assistance from the sitting committee membership of HSNH. The

members may include:

- Immediate past Chairperson •
- Chairperson •
- Vice Chairperson •
- Secretary
- Treasurer •
- Up to four Directors (2 from District 44N and 2 from District 44H when possible)
- Two Hearing Coordinators / Administrators (North and South)
- Two Operation KidSight Coordinators (44N and 44H) •
- Two Operation KidSight Administrators (44N and 44H)
- DogSight Chairperson
- Eyecare Assistance Coordinator •
- Chairperson of the New Hampshire Lions Recreational Weekend for the Blind [also known as Vision 20XX (current year)] or representative
- District Governor 44N or voting alternate
- District Governor 44H or voting alternate
- Multiple Council 44 Chairperson

<u>Section 2:</u> Appointed Lions to HSNH shall serve a term of 3 years. The immediate past Chairperson of HSNH shall serve 1 additional year if necessary. When a term expires the appropriate District Governor shall be informed, with HSNH suggestion(s) for replacement candidates.

Expiration terms will be on a rotational basis for the committee leadership positions. Chairperson and Treasurer will end on an odd year number and Vice Chair and Secretary will end on an even year number, each will be a three year term. The following positions are appointed on a year to year basis: DogSight Chairperson, Eyecare Assistance Coordinator, and Vision Weekend Chairperson. All other positions are serving a three-year term.

The First Vice District Governor (FVDG) and Second Vice District Governor (SVDG) of each district shall be considered voting alternates in the event the DG is unable to attend the meeting of the HSNH committee meeting. FVDG in each district will serve as alternate in the absence of the DG and SVDG in each district will serve as alternate in the absence of the FVDG.

<u>Section 3:</u> HSNH may, as their community service programs expand, petition the Multiple District 44 Council for additional, non-voting, associate members. Additional appointments of non-voting, associate members shall be made in a series of two (2) Lions at a time, one being appointed from each district by the appropriate District Governor. On June 30<sup>th</sup> of each year, all appointments of non-voting, associate members to HSNH shall expire.

<u>Section 4:</u> Each appointee to HSNH shall be a member in good standing of a Lions Club within MD 44.

<u>Section 5:</u> The Chairperson, Vice Chairperson, Secretary and Treasurer of HSNH shall be elected by the HSNH committee members.

<u>Section 6:</u> Should one or more members vacate a position on HSNH, the District Governor of that District shall appoint a successor to fulfill the term, with assistance from the sitting HSNH committee members.

<u>Section 7:</u> HSNH shall develop/modify its own section of the MD 44 Constitution. Changes/modifications shall become effective when presented by HSNH at the annual state convention of Multiple District 44 for final approval by the delegates. On request, copies are available from HSNH or on-line.

<u>Section 8:</u> All monies received by HSNH for projects shall be maintained and used for the purpose given. Any exception to this rule must be approved by at least a two-thirds majority of the voting members of HSNH.

<u>Section 9:</u> New members shall receive a copy of the MD 44 Constitution and a list of HSNH committee members at the commencement of their term. Any voting member that misses 3 unexcused consecutive meetings may be voted off HSNH by a majority of HSNH committee members. HSNH will then request the appropriate District Governor to appoint a Lion to fill that position for the remainder of the term.

<u>Section 10:</u> The Equipment Coordinators shall take an inventory of all items every June 1st and provide a copy to the Secretary. A full report of the inventory must be presented at the July meeting to all members.

#### ARTICLE IX

#### Multiple District Dispute Resolution Procedure

All disputes or claims relative to membership, club boundaries, or interpretation, breach of, or application of the multiple district constitution and by-laws, or any policy or procedure adopted from time to time by the multiple district council of governors, or any other internal Lions multiple district matter that cannot be satisfactorily resolved through other means, shall be resolved in accordance with the Dispute Resolution Procedures established by the International Board of Directors.

## ARTICLE X

#### Amendments

**Section 1. AMENDING PROCEDURE.** This constitution may be amended only at a multiple district convention, by resolution reported by the Convention Committee on Constitution and By-Laws and adopted by the affirmative vote of two-thirds (2/3) of the votes cast.

**Section 2. AUTOMATIC UPDATE.** When amendments to the International Constitution and By-Laws are passed at the International Convention, any amendments that would have an effect on this Multiple District Constitution and By-Laws shall automatically be updated in this district constitution and by-laws at the close of the convention.

**Section 3. NOTICE.** No amendment shall be so reported or voted upon unless the same shall have been published by regular post or electronic means to each club no less than thirty (30) days prior to the convening date of the annual convention with notice that the same will be voted upon at said convention.

**Section 4. EFFECTIVE DATE.** Each amendment shall take effect at the close of the convention at which adopted unless otherwise specified in the amendment.

## **BY-LAWS**

## ARTICLE I

#### Nominations and Endorsement Third Vice President and International Director Nominees

Section 1. ENDORSEMENT PROCEDURE. Subject to the provisions of the

International Constitution and By-Laws, any member of a Lions club in the multiple districts seeking endorsement of the convention of the multiple district as a candidate for the office of international director or third vice-president shall:

- (a) Deliver (by mail or in person) written notice of intention to seek such endorsement to the multiple district council secretary-treasurer no less than 30 days prior to the convening date of the convention (sub- or multiple) at which such question of endorsement is to be voted upon.
- (b) Deliver with said notice of intention evidence of fulfillment of the qualifications for such office set forth in the International Constitution and By-Laws.

**Section 2. NOMINATION**. Each notice of intention so delivered shall be transmitted forthwith by the council chairperson and council secretary-treasurer to the Nominating Committee of the respective convention, which shall review and perfect the same by obtaining from each prospective candidate any additional evidence of such intention and qualifications as may be necessary under the International Constitution and By-Laws, and shall place in nomination at the respective convention the name of each such prospective candidate who has fulfilled said procedural and constitutional requirements.

**Section 3. SECONDING SPEECH**. Each such nominee for endorsement shall be entitled to one seconding speech of no more than three (3) minutes in duration.

**Section 4. VOTE.** The vote on the question of endorsement shall be by secret written ballot, unless there shall be only one nominee seeking the same, in which event a voice vote may be taken. The nominee receiving a majority of the votes cast shall be declared endorsed (elected) as the candidate of the multiple district convention. In the event of a tie vote, or failure of one nominee to receive the required majority, on any ballot, balloting shall continue with respect to the two nominees only who received the largest number of votes on the previous ballot until one receives the required majority of the votes cast.

**Section 5. SUB DISTRICT ENDORSEMENT**. Any candidate seeking endorsement at the Multiple District Convention must first have secured the endorsement of their sub-district.

**Section 6. CERTIFICATION OF ENDORSEMENT**. Certification of endorsement by the multiple district convention shall be made in writing to the international office by the multiple district officials designated, and in accordance with the requirements set forth, in the International Constitution and By-Laws.

**Section 7. VALIDITY**. No endorsement of any candidacy of any member of a Lions club in this multiple districts shall be valid unless and until the provisions of this Article have been met.

## ARTICLE II

#### Appointment of Council Chairperson

The council chairperson shall be appointed by the District Governors of the multiple district provided that such chairperson shall be a current or past district governor when they take office. The council chairperson shall serve for a one-year term only and cannot serve in that capacity again. A meeting of the district governors of the multiple district who will be in office during the term of the council chairperson appointed shall be called following the multiple district annual convention, but no later than 30 days following the closing of the International Convention for the purpose of selecting a council chairperson. It shall be the duty of the attendees at this meeting to appoint a club member in good standing in a club in good standing in the multiple district as the council chairperson.

## ARTICLE III

#### **Duties of Multiple Council of Governors and Committees**

#### Section 1. MULTIPLE DISTRICT COUNCIL OF GOVERNORS.

The Council of Governors shall:

- (a) Make all contracts and approve all bills relating to multiple district convention administrative expenses.
- (b) Designate a depository for multiple district funds.
- (c) Determine the amount of surety bond for the council secretary-treasurer, and approve the surety company issuing said bond.
- (d) Receive financial reports, semi-annually or more frequently, from the council secretarytreasurer, and provide for a review or audit at the end of the fiscal year of the books and accounts of the council secretary- treasurer.

**Section 2. MULTIPLE DISTRICT COUNCIL CHAIRPERSON**. The multiple district council chairperson shall be the administrative facilitator of the multiple district. All actions are subject to the authority, direction and supervision of the multiple district Council of Governors.

In cooperation with the Council of Governors, the council Chairperson shall,

- (a) Further the Purposes of this association.
- (b) Serve as the Global Action Team Multiple District Chairperson to administer and promote membership growth, leadership development and humanitarian service throughout the multiple districts by: Ensuring the selection of a qualified Lion

leader for the positions of GMT multiple district coordinator, GLT multiple district coordinator and GST multiple district coordinator under approval of the GAT Area Leader.

- 1. Ensure regular meetings to discuss and advance initiatives established by the multiple district Global Action Team.
- 2. Collaborate with area leaders and district Global Action Teams
- (c) Assist in communicating information regarding international and multiple district policies, programs and events.
- (d) Document and make available the goals and long-range plans for the multiple district as established by the Council of Governors;
- (e) Convene meetings and facilitate discussion during council meetings;
- (f) Facilitate the operations of the multiple district convention.
- (g) Support efforts initiated by the International Board of Directors or the Council of Governors that are intended to create and foster harmony and unity among district governors.
- (h) Submit reports and perform such duties as may be required by the multiple district constitution and by-laws.
- (i) Perform such other administrative duties as may be assigned by the multiple district council of governors; and
- (j) Facilitate, at the close of their term of office, the timely presentation of all multiple district accounts, funds, and records to their successor in office.

# **Section 3. MULTIPLE DISTRICT COUNCIL SECRETARY-TREASURER.** Under the supervision and direction of the Council of Governors, the council secretary-treasurer shall:

- (a) Keep an accurate record of the proceedings of all meetings of the Council of Governors, and within ten (10) days after each meeting forward copies to all members of the Council of Governors, and the office of Lions Clubs International.
- (b) Assist the Council of Governors in conducting the business of the multiple district, and perform such other duties as are specified or implied in the constitution and by-laws, or as may be assigned to them from time to time by the Council of Governors.
- (c) Receive and give proper receipts for all dues and taxes required to be paid over to them by the sub-district cabinet secretary-treasurers, deposit the same in a bank or banks designated by the Council of Governors, and disburse the same under the supervision and control of the Council of Governors by checks drawn against said deposits signed by himself/herself and countersigned by the council chairperson or other duly authorized council member.
- (d) Keep accurate books and records of accounts and minutes of all Council of Governors and multiple district meetings, and permit inspection of the same by any member of the Council of Governors or any club in the multiple district (or any duly authorized agent of either) at any reasonable time for any proper purpose.
- (e) Secure bond for the faithful performance of their duties in such sum and with such sureties as may be required by the Council of Governors.
- (f) Deliver, in a timely manner, at the conclusion of their term in office, the general and/or financial accounts, funds and records of the multiple district to their successor in office.

(g) In the event that separate offices of council secretary and council treasurer are adopted the duties herein are to be attributed to each of the officers according to the nature of the duties.

**Section 4. MULTIPLE DISTRICT PROTOCOL CHAIRPERSON**. The Council of Governors shall appoint annually a protocol chairperson for the multiple district. Under the supervision and direction of the Council of Governors, the protocol chairperson shall:

- (a) At all events attended by visiting dignitaries, provide seating charts in keeping with the association's official protocol; insure that spoken introductions are based on the same. Insure that dress requirements are clear for all events.
- (b) Arrange for proper airport (or other arrival) greetings; arrange suitable transportation to hotel or other lodging, inspect hotel room in advance to insure its suitability, and provide appropriate amenities (flowers, fruit, etc.).
- (c) Arrange for the proper escort of visitors to each function on the schedule.
- (d) Arrange courtesy calls on local government leaders (or regional and/or national leaders if the location suggests this as a possibility), as the visitor's schedule permits.
- (e) Coordinate public relations media exposure such as television, radio and print media, as necessary.
- (f) Coordinate departure from hotel, and transportation to airport (or other departure venue).

**Section 5. GLOBAL SERVICE TEAM (GST) MULTIPLE DISTRICT COORDINATOR**. The GST multiple district coordinator is a member of the Multiple District Global Action Team. Their responsibilities include:

- (a) Develop and execute an annual multiple district action plan and monitor progress toward goals. Support districts and offers motivation to reach district goals.
- (b) Collaborate with GMT and GLT multiple district coordinators and the Global Action Team Multiple District Chairperson (council chairperson) to further initiatives focused on leadership development, membership growth, and expanding humanitarian service.
- (c) Support local community service projects that create a sense of belonging and pride to the Lions and Leos in the multiple district.
- (d) Collaborate with GMT and GLT to provide retention strategies to districts.
- (e) Communicate regularly with GST district coordinators to inform them of LCI and LCIF programs, partnerships and grants.
- (f) Serve as a resource and content expert for regional best practices in service project implementation for LCI initiatives.
- (g) Encourage GST district coordinators to promote service projects that attract multiple generational participant, including the integration and leadership development of Leos.
- (h) Increase LCIF coordinator collaboration at the multiple district and district level to maximize LCIF resources and fundraising.
- (i) In coordination with the LCIF multiple district coordinator, monitor LCIF Grants given to the multiple district.
- (j) Act as the advocacy champion for the multiple district to implement activities including but not limited to community awareness/education, legislative/public policy, events and partnerships" and re-lettering the remaining items.

#### Section 6. GLOBAL MEMBERSHIP TEAM (GMT) MULTIPLE DISTRICT

**COORDINATOR.** The GMT multiple district coordinator is a member of the Multiple District Global Action Team. Their responsibilities include:

- (a) Collaborate with the GLT and GST multiple district coordinators and the Global Action Team Multiple District Chairperson (council chairperson) to further initiatives focused on leadership development, membership growth and expanding humanitarian service.
- (b) Develop and execute an annual multiple district membership development plan.
- (c) Communicate regularly with the GMT district coordinators to ensure that they are aware of available membership programs and resources.
- (d) Monitor each district's progress towards membership goals. Offer motivation and support to help district reach their goals.
- (e) Encourage GMT district coordinators to include diverse populations to participate in Global Action Team initiatives.
- (f) Respond quickly to prospective member leads provided by LCI, track recruitment and provide status report of the lead.
- (g) Complete requirements and submit applications to receive multiple district funding from LCI for membership development activities.
- (h) Provide retention strategies to districts in collaboration with GLT and GST multiple district coordinators.
- (i) Motivate districts to charter specialty clubs.

#### Section 7. GLOBAL EXTENSION TEAM (GET) MULTIPLE DISTRICT

**COORDINATOR (required beginning July 1, 2025).** The GET multiple district coordinator is a member of the multiple district global action team. Their responsibilities include:

- (a) Collaborate with the other GMT, GLT and GST multiple district coordinators and the global action team multiple district chairperson (council chairperson) to further initiatives focused on leadership development, membership growth and expanding humanitarian service.
- (b) Develop and execute an annual multiple district new club extension plan.
- (c) Communicate regularly with the GET district coordinators to ensure they are aware of available membership programs and resources.
- (d) Monitor each district's progress towards extension goals. Offer motivation and support to each district to reach their goals.
- (e) Encourage GET district coordinators to include diverse populations to participate in global action team initiatives.
- (f) Collaborate with the GMT multiple district coordinator to identify areas of opportunity for club extension.
- (g) Provide extension strategies to districts...
- (h) Motivate districts to form different club types, including specialty, Leo-Lion, campus, virtual, and traditional.

#### Section 8. GLOBAL LEADERSHIP TEAM (GLT) MULTIPLE DISTRICT

**COORDINATOR.** The GLT multiple district coordinator is a member of the Multiple District Global Action Team. Their responsibilities include:

- (a) Collaborate with your GMT and GST multiple district coordinators and Global Action Team Chairperson (council chairperson) to further initiatives focused on leadership development, membership growth and expanding humanitarian service.
- (b) Develop and execute an annual multiple district leadership development plan.
- (c) Communicate regularly with GLT district coordinators to ensure they are aware of leadership development programs and resources available.
- (d) Provide ongoing motivation to and monitors progress of GLT district coordinators, zone chairpersons and club leadership to achieve leadership development goals.
- (e) Encourages GLT district coordinators to include diverse populations to participate in Global Action Team initiatives.
- (f) Promote leadership development opportunities that encourages participation all levels of the association.
- (g) Organize and facilitate instructor-led and web-based training in coordination with LCI.
- (h) Collaborate with GMT and GST multiple district coordinators to provide retention strategies to districts.
- (i) Include diverse populations to participate in Global Action Team initiatives.
- (j) Identify potential and new leaders to participate in service, membership and leadership development opportunities.
- (k) Complete requirements and submits applications to receive multiple district funding from LCI for leadership development activities.

**Section 9: MULTIPLE DISTRICT MARKETING CHAIRPERSON**. They are responsible for marketing and public relations efforts and directly support the Global Action Team. Their responsibilities include:

- (a) Collaborate directly with the Global Action Team to direct membership leads that come through marketing channels to appropriate districts and clubs.
- (b) Collaborate with the council of governors to identify and support opportunities for marketing large-scale events, programs, and initiatives.
- (c) Work with the council chairperson to apply for marketing grants.
- (d) Manage social media channels and websites, either directly or through an established multiple district marketing committee.
- (e) Share multiple district success stories through social media.
- (f) Maintain familiarity of the Global Brand Guidelines.
  - a. Champion appropriate and consistent use of global brand assets in all multiple district activities.
  - b. Support use of approved brand templates for story and publicity development.

(g) Promote the good works and newsworthy stories of LCI and LCIF to Lions to members of the media, through social media channels, and to external audiences.

**Section 9 Section 10. LCIF MULTIPLE DISTRICT COORDINATOR.** The LCIF Multiple District Coordinator is appointed by the LCIF chairperson and LCI president to serve for a three-year term. This position serves as an ambassador for Lions Clubs International Foundation and reports directly to LCIF chairperson and LCIF Board of Trustees. Their responsibilities include:

- (a) Identify, recruit and train a Lion in each district to serve a three-year term as the LCIF district coordinators.
- (b) Be familiar with LCIF initiatives and educate Lions within the multiple district on the various grants and projects supported by LCIF. Assist district governors with grant applications to LCIF, as needed.
- (c) Promote foundation initiatives in multiple district publications, during district and multiple district events and to the public at large.
- (d) Ensure that LCIF-funded projects within the multiple district receive proper promotion and follow grant-criteria guidelines.
- (e) Encourage all Lions within the multiple district to contribute to LCIF and promote recognition programs as incentives to donate to LCIF.
- (f) Identify potential major gift donors, local foundations, corporations, and businesses with the potential to support LCIF and, and when appropriate, be involved in the gift-request process.
- (g) Assist with the submission of LCIF funds, MJF applications, and other donation information when necessary.
- (h) Report progress quarterly to the area LCIF Trustee.

## Section 10 Section 11. LEO or LEO-LION COUNCIL LIAISON (OPTIONAL). The Council

of Governors, in consultation with the multiple district Leo chair, may choose to appoint a Leo or a Leo-Lion to serve a one-year term in an official non-voting capacity. The Leo/Leo-Lion council liaison shall represent the interests and perspectives of Leos and Leo-Lions and facilitate communication and connection between Leos and Lions. In areas with a Leo multiple district, the role shall be filled by a Leo-Lion or Leo, who is a current or past Leo multiple district president, vice-president, secretary, or treasurer. In areas where no Leo multiple district has been formed, the role shall be filled by a Leo-Lion or a Leo who is a current or former Leo district president. In areas where no Leo district has been formed, the role shall be filled by a Leo-Lion or a Leo who is a current or former Leo district president. In areas where no Leo district has been formed, the role shall be filled by a Leo-Lion or a Leo who is a current or former Leo district president.

The Council of Governors shall assign the Leo/Leo-Lion council liaison to the standing council committee(s) that would most benefit from a young adult voice. The council liaison may remain on the same committee for the duration of the year or transition among committees as determined by the Council of Governors.

The responsibilities of the Leo or Leo-Lion council liaison include:

- (a) Facilitate communication between Leo and Lions within the multiple district. (b) Serve as a resource to multiple district council officers and assigned committee(s).
- (c) Coordinate with the multiple district Leo chairperson in the promotion of the Leo club, Leo-Lion programs, and engagement opportunities for young people.

- (d) Support multiple district Leo chairperson in conducting training for Leo multiple district officers.
- (e) Advocate for leadership and leadership training opportunities for Leos and Leo-Lions within Lions multiple district activities.
- (f) Serve as support and point of contact for multiple district Leos to explore Lions membership program opportunities.
- (g) Communicate regularly with Leo multiple district president, Leo/Leo-Lion cabinet liaison (if appointed), international Leo-Lion Board Liaisons and with respective constitutional area representatives of the Leo Club Program Advisory Panelists to collaborate on initiatives related to young people.
- (h) Assist in the planning and integration of Leos and Leo-Lions in Lions multiple district convention, forum events and training.
- (i) Attend Leo multiple district meetings as necessary.
- (j) Chair one multiple district collaboration project between Leos and Lions.
- (k) Support the multiple district Leo chairperson in organizing Leo clubs and members in areas with no Leo Multiple Districts.
- (1) Encourage the formation of a Leo multiple district in areas with the necessary number of clubs and members.

## ARTICLE IV

#### **Multiple District Committees**

**Section 1. CREDENTIALS COMMITTEE**. The Credentials Committee of the multiple district convention shall be composed of the current district governors, first and second vice district governors and cabinet-secretary treasurers. The chairperson of this committee shall be the council chairperson. Each such Credentials Committee shall have the powers and perform the duties set forth in ROBERT'S RULES OF ORDER, NEWLY REVISED.

Section 2. MULTIPLE DISTRICT GLOBAL ACTION TEAM. Chaired by the council chairperson and includes the Multiple District Global Membership Team Coordinator, Multiple District Global Leadership Coordinator, and Multiple District Global Service Team Coordinator, and is supported by the Multiple District Marketing Chairperson. Develops and initiates a coordinated plan to help expand humanitarian service, achieve membership growth, and develop future leaders within the multiple district. Meets regularly to discuss the progress of the plan and initiatives that may support the plan. Collaborates with area leaders and members of district Global Action Teams to 2. a. RESOLUTIONS /CONSTITUTION AND BY-LAWS COMMITTEE: Shall review all resolutions to be offered to the Convention and, through its Chairman, report the same to the Convention with the Committee's recommendations for adoptions or rejections. The State Resolutions/Constitution and By-Law Committee shall notify the State Council Secretary/Treasurer to have prepared and sent to each Club Secretary and voting Cabinet Member within the State, postmarked no less than 30 days prior to the opening of the Annual State Convention, copies of all resolutions proposing changes in the Constitution and/or By-Laws including the recommendations for adoption or rejection of

said committee. The Committee is also responsible for updating and maintaining the State Constitution and By-Laws. The Chairman shall provide the State Council Secretary/Treasurer an updated computer file copy of the Constitution and By-Laws, within sixty (60)days following the conclusion of the annual State Convention, for posting on the Multiple District Website by the State Web Master. The Secretary/Treasurer will notify each District Cabinet Secretary/Treasurer that it has been posted, and they shall see that a notice to that effect is published in the District Newsletters. The respective Cabinet Secretary/Treasurers of the Sub-Districts shall notify the club secretaries no less than 120 days prior to the opening of the State Convention that any proposed resolutions pertaining to the Multiple District Constitution and By-Laws must be received by the Chairman of the State Resolution/Constitution and By-Law Committee no less than 75 days prior to the opening of the State Convention.

2. b. **RULES COMMITTEE:** Shall, through its Chairman, propose to the Convention, as the first order of business, a set of rules designed to supplement Robert's Rules of Order Revised, for the conduct of business during the Conventions.

2. c. **INTERNATIONAL CONVENTION COMMITTEE:** Shall coordinate all activities associated with the International Convention. They shall be the liaison between the State and Lions Clubs International providing information to the State regarding the International Convention, and, through its Chairman, report the same to the Convention when called for.

2. d. **ELECTIONS COMMITTEE**: Shall oversee the balloting and verify the election of a candidate for International Office, should the opportunity present itself. Each candidate shall be allowed to have a representative present during the balloting and vote count. The Chairman shall report the results of the election to the Convention when called for. share best practices, achievements and meet challenges.

2. e. **SERGEANT-AT-ARMS**. The Sergeant-at-arms shall be responsible for the maintenance of proper order and decorum at the Annual State and Sub-District Conventions and shall perform such other duties as are incident to that office.

**Section 3. MULTIPLE DISTRICT CONVENTION COMMITTEES.** The Council of Governors shall appoint, designate the chairperson of, and fill any vacancies occurring in the following multiple district convention committees: Resolutions, Nominations, Elections, Constitution and By-Laws, Rules and International Convention. Each sub-district shall have at least one representative on each such committee. These committees shall perform such duties as the Council of Governors shall designate.

**Section 4. OTHER COUNCIL COMMITTEES**. The Council of Governors may create and appoint such other committees and positions as it deems necessary and appropriate for efficient operation of the multiple district.

#### ARTICLE V Meetings

**Section 1. COUNCIL MEETINGS.** The Council of Governors shall hold a regular meeting within sixty (60) days after the date on which the district governors officially take office, and such other meetings as it deems advisable. The council chairperson, or the secretary at the chairperson's direction, shall issue a written call for each meeting of the Council of Governors, with the time and place to be set out in the call and to be determined by the chairperson. The date of any meeting save the first, which shall be set by the chairperson, shall be determined by the Council of Governors.

**Section 2. ALTERNATIVE MEETING FORMATS**. Regular and/or special meetings of this council may be held through the use of alternative meeting formats, such as teleconference and/or web conference. Such action may be initiated with approval of the majority of the Council of Governors.

**Section 3. QUORUM**. The personal presence of a majority of the Council of Governors shall constitute a quorum at any meeting.

**Section 4. BUSINESS TRANSACTED BY MAIL**. This Council of Governors may transact business by mail (including letters, electronic mail, facsimile transmission, or cable), provided that no such action shall be effective until approved in writing by two-thirds (2/3) of the entire number of the members of the council of governors. Such action may be initiated by the Council Chairperson or any three (3) members of said council.

## ARTICLE VI

## **Multiple District Convention**

**Section 1. CONVENTION SITE SELECTION**. The chairperson of the Council of Governors shall receive invitations in writing from places desiring to entertain the annual convention. All invitations shall set forth such information as the Council of Governors shall from time to time prescribe and shall be delivered to the chairperson no later than thirty (30) days prior to the convening date of the convention at which the convention site shall be voted upon by the delegates of said convention. Procedure to be followed in investigation of bids and in presentation of the same to conventions, as well as action to be taken by a convention in the event no bids are acceptable to or so received by the Council of Governors shall be determined by the Council of Governors.

**Section 2. OFFICIAL CALL.** The Council of Governors shall issue an official printed call for the annual multiple district convention not less than thirty (30) days prior to the date fixed for holding the same, stating the place, day and hour thereof.

**Section 3. SITE CHANGE.** The Council of Governors shall retain, and have, absolute power to change at any time, for good reason, the convention site chosen by a multiple district convention, provided that such convention site shall be located within the boundaries of the multiple district, and neither the Council of Governors nor the multiple district nor any sub-district or sub-districts shall incur any liability thereby to any club or sub-district. Notice of this site change shall be furnished in writing to each club in the multiple district no less than sixty (60) days prior to the convening date of the annual convention.

**Section 4. OFFICERS.** The members of the Council of Governors shall be the officers of the annual multiple district convention.

**Section 5. ORDER OF CONVENTION BUSINESS.** The multiple district Council of Governors shall arrange the order of business for the multiple district convention, and the same shall be the order of the day for all sessions.

**Section 6. RULES OF ORDER AND PROCEDURE.** Except as otherwise specifically provided in this constitution and by-laws, or in the rules of procedure adopted for a meeting, all questions of order and procedure in any convention, any meeting of the Council of Governors, or multiple district committee shall be determined by ROBERT'S RULES OF ORDER, NEWLY REVISED.

**Section 7. SERGEANT-AT-ARMS**. A convention sergeant-at-arms and such assistant sergeantat-arms as it deems necessary shall be appointed by the Council of Governors.

**Section 8. OFFICIAL REPORT.** Within sixty (60) days after the close of the multiple district convention, an official report shall be forwarded to Lions Clubs International and each club in the multiple district by the Council of Governors, or, at its direction, by the council secretary.

**Section 9. SUB-DISTRICT CONVENTION**. A meeting of the registered delegates of a subdistrict in attendance at a multiple district convention may constitute the annual convention of said sub-district.

#### ARTICLE VII

#### Multiple District Convention Fund

**Section 1. CONVENTION FUND TAX**. In lieu of or in addition to a multiple district convention registration fee, an annual multiple district convention fund tax of (insert value in national currency) may be levied upon each member of each club in the multiple district and shall be collected and paid in advance by each club, except newly chartered and reorganized clubs, in two (2) semi-annual payments as follows: (insert value in national currency) per club member on September tenth of each year to cover the semi-annual period July 1 to December 31; and (insert value in national currency) per club member on March tenth of each year, to cover the semi-annual period January 1 to June 30, with billings of said tax to be based upon the roster of each club as of the first days of September and March, respectively. Any club

which is chartered or reorganized in a current fiscal year shall collect and pay said tax for said fiscal year on a pro- rata basis from the first day of the second month following the date of its organization or reorganization, as the case may be.

This tax shall be collected from the clubs in each sub-district by, and remitted to, the respective cabinet secretary-treasurer, who shall deposit the monies so collected in a special account in a bank or other depository chosen by the respective sub-district cabinet to be paid over to the council secretary- treasurer upon order of the council chairperson. The fund so collected shall be used exclusively for defraying expenses of multiple district conventions and shall be expended only by multiple district checks drawn and signed by the council secretary-treasurer and countersigned by the council chairperson or other duly authorized member of the Council of Governors.

**Section 2. REMAINING FUNDS**. In any fiscal year, any balance remaining in the convention fund after payment of all convention administration expenses in that year shall remain in said convention fund and become available for future convention expenses and be treated as income in any fiscal year in which expended or made available solely for payment of such expenses.

**Section 3. FEE COLLECTION.** Such fee as the Council of Governors shall set may be collected, under procedures set by the Council of Governors, from each delegate, alternate, and guest attending the multiple district convention to defray the actual cost of convention meals and entertainment.

#### **ARTICLE VIII**

#### Revenue

**Section 1. STATE CONVENTION FUND (Account #20):** A fund will be set up to cover expenses related to the annual State Convention. The annual per capita charges per member and other rules governing the management and disbursement of these monies is described in this State By-Law, Article V, Section 6.

**Section 2. STATE ADMINISTRATIVE FUND (Account #40):** A fund will be established to provide revenue to defray the administrative expenses of the State. The fund will be called Account #40, called "State Council Administrative Fund". An annual per capita charge of One Dollar and Thirty cents (\$1.30) shall be levied upon each member in the State and shall be paid in advance by each Club, except new and reorganized clubs, in two (2) semi-annual payments as follows: \$.65 per member on July 1 of each year and \$.65 on January 1 of each year. Said fund shall be disbursed only for administrative expenses of the State and only upon approval by the State Council. Included in this fund will be expenses to cover the cost of the Multiple Council Chairman not to exceed \$1,200 and the Multiple District Cabinet Secretary-Treasurer not to exceed \$800 to represent the State at multiple district and sub-district functions.

#### Section 3. INTERNATIONAL DIRECTOR/THIRD VICE PRESIDENT FUND (Account #50):

A fund will be set up for campaign expenses for New Hampshire's candidate for International Director. The fund will be Account

#50, called "International Director Fund". An annual per capita charge of fifty cents (\$.50) shall be levied upon each member in the State and shall be paid in advance by each Club, except new and reorganized clubs, in two (2) semi-annual payments as follows: \$.25 per member on July 1 of each year and \$.25 on January 1 of each year. Expenses incurred by the candidate running for said office, as well as at the end of the term of the office if elected, for hospitality expenses only, may be reimbursed from this fund with approval of the State Council, upon presentation of an anticipated budget and corresponding receipts for expenditures.

**Section 4. MEMBERSHIP GROWTH FUND (Account #60):** A fund will be set up in the State Council Administrative Account for the purpose of accepting and distributing monies received from Lions Clubs International due to the formation of newly chartered Lions Clubs in the State. The fund will be separate and not co-mingled with any other State Council monies. All monies received may be distributed for State membership growth only.

**Section 5. FUNDACCOUNTING:** All funds shall be maintained and governed by generally accepted accounting practices.

**Section 6. REVENUE SUMMARY:** The per capita dues per member shall be \$2.40 per year to the State. The per capita dues shall be distributed to the following funds:

#### **State Revenue:**

Account 20. State Convention Fund.60Account 40. State Council Administrative Fund1.30Account 50. International Director Fund.50

**Total:** \$ 2.40

**Section 7. AUDIT:** There shall be an annual or more frequent audit of the books and accounts of the Secretary/Treasurers of the Sub-Districts, State and all related funds of the State by the Audit Committees of the Sub-Districts and State respectively. Within sixty (60) days after the close of a fiscal year, the respective Secretary/Treasurer, then in office, shall provide one (1) copy of an audited statement of the financial condition of each Sub-District and the State. He shall forward such a statement to Lions Clubs International, and each club as pertains to the Sub-District.

## Article IX

#### **State Projects**

**Section 1.** Each project, upon approval from each Sub-District at a Cabinet Meeting, and approved by the current State Council in its meeting minutes, shall be permitted to raise funds throughout the State. For those projects which do not have a formal organization with articles of incorporation, they will come under the supervision and direction of the State Council as outlined by the State Constitution and By-Laws.

**Section 2.** The Lions Sight and Hearing Foundation of New Hampshire, Inc. having been established and serving according to its Constitution, By-Laws and Policy Statement, be it hereby established that said Foundation is a project of all Lions Clubs of the State and said Foundation will receive full support and encouragement of all of the Lions Clubs of the State.

**Section 3.** The Lions Twin-State Soccer Association, Incorporated, having been established and serving according to its Constitution, By-Laws and Articles of Incorporation, be it hereby established that said Association is the project of all of the Lions Clubs of the State and that said Association will receive the full support and encouragement of all the Lions Clubs of the State.

**Section 4.** Lions Youth Development of New Hampshire, Incorporated, having been established and serving according to its Constitution, By-Laws and Articles of Incorporation, be it hereby established that said Association is the project of all of the Lions Clubs of the State and that said Association will receive the full support and encouragement of all the Lions Clubs of the State.

#### Article X

#### Amendments

Section 1. These By-Laws can be amended only at the Annual State Convention by resolution reported by the Convention Committee on Constitution and By-Laws at such annual meeting and adopted by an affirmative vote of a majority of the registered delegates voting at such meeting.

Section 2. No amending resolution shall be reported to a Convention for vote unless and until a copy of the same shall have been forwarded to each Club Secretary and Cabinet Member within this State and to the Chairman of the Convention Committee on Resolutions, postmarked or electronically sent at least thirty (30) days prior to the Convention at which it is to be voted upon.

Section 3. When amendments to the International Constitution and By-Laws are passed at the International Convention, any amendments that would have an effect this District Constitution and By-Laws shall automatically be updated in this district constitution and by-laws at the close of the convention.

Section 4. Each amendment shall take effect at the close of the convention at which adopted unless otherwise specified in the amendment.

#### Article XI

#### **Fiscal Year**

Section 1. The fiscal year of this State shall be from July 1 to June 30, inclusive, of each year.

## Article XII

#### **Rules of Order and Procedure**

Section 1. Unless otherwise provided by this Constitution and By-Laws, or by the rules adopted for a meeting, or by local statute or common law, all questions of order or procedure with respect to any meeting or actions of this State Organization, the State Council, any committees appointed thereunder, any Multiple District or organization shall be resolved in accordance with Robert's Rules of Order Newly Revised, as revised from time to time.

## Article XIII

#### **Suspension of By-Laws**

Section 1. If , in the best interest of Lionism and the Lions of the State, a situation occurs, which would prevent business from being acted upon, due to existing restrictions, the State Council can request that a specified By-Law article(s) be suspended for the purpose of acting upon said business. This suspension will require a vote of 2/3 of the delegates present and voting, at a State Meeting. The suspension will only be in effect to act upon said business.

## Article XIV

#### **Effective Date**

Section 1. This Constitution and By-Laws shall become effective and in full force when adopted by the required vote at the State Convention.

#### ARTICLE XV Miscellaneous

**Section 1. COMPENSATION**. No officer shall receive any compensation for any service rendered to this multiple district in their official capacity with the exception of the council secretary-treasurer whose compensation, if any, shall be fixed by the Council of Governors.

Section 2. FISCAL YEAR. The fiscal year of this multiple district shall be from July  $1^{st}$  to June  $30^{th}$ .

**Section 3. AUDIT OR REVIEW**. The Council of Governors shall provide for an annual or more frequent audit or review of the books and accounts of the multiple district.

#### ARTICLE XVI Amendments

**Section 1. AMENDING PROCEDURE**. These by-laws may be amended only at a multiple district convention, by resolution reported by the Convention Committee on Constitution and By-Laws and adopted by a majority of the votes cast.

**Section 2. AUTOMATIC UPDATE**. When amendments to the International Constitution and By-Laws are passed at the International Convention, any amendments that would have an effect this District Constitution and By-Laws shall automatically be updated in this district constitution and by-laws at the close of the convention.

**Section 3. NOTICE**. No amendment shall be so reported or voted upon unless the same shall have been published by regular post or electronic means to each club no less than thirty (30) days prior to the convening date of the annual convention with notice that the same will be voted upon at said convention.

**Section 4. EFFECTIVE DATE**. Each amendment shall take effect at the close of the convention at which adopted unless otherwise specified in the amendment.

## **EXHIBIT** A

#### SAMPLE RULES OF PROCEDURE

These Sample Rules of Procedure are guidelines and may be amended by the council of governors and adopted by the delegates of the convention.

#### **MULTIPLE DISTRICT CONVENTION**

**Rule 1**. The multiple district Council of Governors shall arrange the order of business for the multiple district convention. Except for registration and certification hours, which may not be changed, deviation from the announced order of business shall be made only by consent of three-fourths (3/4) of the certified delegates assembled at any session at which a quorum is present. A majority of those certified delegates present in person at any session shall constitute a quorum.

**Rule 2**. Except as otherwise provided in the Lions Clubs International Constitution and By-Laws, the Multiple District 44 Constitution and By-Laws, national custom and practice or these rules, Robert's Rules of Order, Newly Revised shall govern all questions of order and procedure.

#### Rule 3.

(a) The credentials committee shall be composed of the council chairperson, as chairperson, the current district governors, first and second vice district governors and cabinet-secretary treasurers. The credentials committee's primary responsibility shall be to verify club delegate credentials. In carrying out this responsibility, the credentials committee shall have the powers and shall perform the duties as established by national custom and practice or as set forth in Robert's Rules of Order, Newly Revised.

(b) The registration and certification of delegates shall occur on the day(s) of \_\_\_\_\_between the hours of and \_\_\_\_\_.(c) The number of certified delegates shall be announced to the convention upon close of certification and prior to the commencing of voting.

#### Rule 4.

- (a) Sixty (60) days prior to the convening date of the convention, the council chairperson, unless otherwise provided, shall appoint, and designate the chairperson of, a nominations committee consisting of three (3) members. It shall be the committee's responsibility to review the qualifications of each nominated candidate within 5 days prior to the election and rule on the eligibility of the same.
- (b) Candidate may withdraw from the contest at any time prior to the issuance of the final report of the nominations committee.

Rule 5. Replacement of delegates and alternate delegates.

(a) To replace a delegate and/or alternate delegate already certified, the replacement must surrender the copy of the credential certificate issued to the member they are replacing.

(b) On the day of voting, a duly certified alternate delegate shall be allowed to obtain a ballot and vote in lieu of a duly certified delegate from the same Lions club by presenting their

copy of their alternate credential certificate together with the copy of the certified delegate's credential certificate to the voting personnel at which time the voting personnel will make the necessary notation on the credential records marking that a substitution has been made on the respective club's delegate entitlement. Alternate delegates who were not certified cannot replace a certified or uncertified delegate.

#### Rule 6.

- (a) Prior to the convention, the council chairperson shall appoint, and designate the chairperson of, an elections committee consisting of three (3) members. Each duly nominated candidate shall also be entitled to designate one (1) observer through their club. The observers may oversee election procedures only, but may not participate directly in the committee's decision making.
- (b) The elections committee shall be responsible for preparation of elections materials, vote tabulation, and resolving questions concerning the validity of individual ballots. The committee's decision shall be final and binding.
- (c) The elections committee shall prepare a comprehensive report of the election results containing the following components: date, time and place of election; specific voting results by candidate; signature of each committee member and observer. The district governor, council chairperson and all candidates shall be provided a copy of the committee's report.

#### Rule 7. Voting.

- (a) Voting will take place at a predetermined location and time.
- (b) To secure a ballot card, the delegate shall present their credential certificate to voting personnel for verification. Once verified, the delegate shall be issued a ballot.
- (c) The voter shall indicate their vote by placing a mark in the appropriate location by the name of the candidate of their choice. The mark must be placed in the proper location to constitute a valid vote. Any ballot containing votes for more than the specified number of offices to be filled in any section shall be declared invalid to that particular section.
- (d) A majority vote shall be necessary to endorse a Third Vice President and International Director. If a majority vote on the question of endorsement is not received then the nominee is not endorsed.
- (e) A majority vote shall be necessary to elect all other candidates. In the event any one candidate shall fail to receive the required number of votes to be elected, additional balloting shall take place as outlined in this section until such time as one candidate secures a majority vote.

## **Lions Clubs International**

#### **CODE OF ETHICS**

TO SHOW my faith in the worthiness of my vocation by industrious application to the end that I may merit a reputation for quality of service.

TO SEEK success and to demand all fair remuneration or profit as my just due, but to accept no profit or success at the price of my own self-respect lost because of unfair advantage taken or because of questionable act ion on my part.

TO REMEMBER that in building up my own business it is not necessary to tear down another's; to be loyal to my clients or customers and true to myself.

WHENEVER a doubt arises as to the right or ethics of my position or action towards others, to resolve such doubt against myself.

TO HOLD friendship as an end and not a means. To hold that true friendship exists not on account of the service performed by one to another, but that true friendship demands nothing but accepts service in the spirit in which it is given.

ALWAYS to bear in mind my obligations as a citizen to my nation, my state and my community, and to give them my unswerving loyalty in word, act and deed. To give them freely of my time, labor, and means.

TO AID others by giving my sympathy to those in distress, my aid to the weak, and my substance to the needy.

TO BE CAREFUL with my criticism and liberal with my praise; to build up and not destroy.