

BY-LAW No. 1

A by-law relating generally to the transaction of the affairs of

COUREURS DE BOIS CLUB OTTAWA INC.

BE IT ENACTED as a by-law of Coureurs de Bois Club Ottawa Inc. as follows:

ARTICLE I - NAME

The name of the Corporation shall be "COUREURS DE BOIS CLUB OTTAWA INC.", hereinafter referred to as "the Corporation".

ARTICLE II - HEAD OFFICE

The head office of the Corporation shall be in the Regional Municipality of Ottawa-Carleton, in the Province of Ontario and at such place therein as the Board of Directors may from time to time determine.

ARTICLE III - SEAL

The seal, an impression whereof is stamped in the margin hereof, shall be the corporate seal of the Corporation.

ARTICLE IV - INTERPRETATION

In these by-laws and in all other by-laws of the Corporation hereafter passed unless the context otherwise requires, words importing the singular number or the masculine gender shall include the plural number or the feminine gender, as the case may be, and vice versa, and references to persons shall include firms and Corporations.

ARTICLE V - MEMBERSHIP

- (i) The membership shall consist of the applicants for the incorporation of the Corporation and such other individuals as are admitted as members. Each member shall promptly be informed by the secretary of his admission as a member.

(ii) Each member in good standing shall be entitled to one vote, unless otherwise provided in this By-lot on each question arising at any special or general meeting of the members.

(iii) There shall be three categories of membership in the Corporation, namely, honorary membership, life membership and ordinary membership:

(a) Honorary Membership

The honorary members shall not be entitled to vote at, but shall be entitled to notice of, meetings of the members of the Corporation; they shall enjoy the benefits and the obligations of their membership for a period of one year from the date of appointment by the Board of Directors; and they shall not be required to pay any membership fees or dues;

(b) Life Membership

The life members shall be entitled to one vote per member at all meetings of members of the Corporation; and they shall pay the established lifetime fee on admission to membership but shall not be required to pay any further fees or dues;

(c) Ordinary Membership

The ordinary members shall be entitled to one vote per member at all meetings of the Corporation; and they shall pay the established annual membership fees.

(iv) Acquisition of Membership

Persons seeking to become an honorary, life or ordinary member shall:

- (a) complete the appropriate application form;
- (b) complete the appropriate waiver of liability form together with the medical disclosure form;
- (c) pay the appropriate membership fee if required by this by-law to do so;
- (d) receive and sign a membership card for the membership year;
- (e) present the card, as required, when voting procedures require proof of membership;

(f) be approved by any Director, subject to ratification by a vote of a majority of the Board of Directors.

(v) Renewal of Membership

The procedure outlined in Article IV (iv) shall be followed to renew memberships. To vote at any general meeting, renewals must be made at any time prior to the commencement of the general meeting.

(vi) Membership Year

The membership year runs from April 1st in one calendar year to March 31st of the next calendar year.

(vii) Membership Fees

The membership fee for an ordinary member and the admission fee for a life member shall be established from time to time by a majority vote at a general meeting.

(viii) Resignation

Members may resign by resignation in writing which shall be effective upon receipt thereof by the Board of Directors.

In case of resignation, members shall remain liable for payment of any assessments or other sum levied or which became payable by him to the Corporation prior to receipt of his resignation.

(ix) Transfer of Interest

The interest of a member of the Corporation shall be transferable only with the consent of the Board of Directors, expressed by a resolution requiring a vote of a majority thereof.

(x) Suspension

Any member may be suspended for sixty (60) days for reasonable cause by a majority vote of the Board of Directors.

(xi) Removal

Any member may be removed by a majority vote of members at a general meeting.

(xii) Trial Membership

A person may be authorized by a Director to take one familiarization trip with the Corporation before becoming a member. Such person shall sign the appropriate medical disclosure and waiver of liability forms and deposit same with a Director prior to the trip.

ARTICLE VI - BOARD OF DIRECTORS(i) General

Major decisions on the direction and operation of the Corporation shall be made by general meetings of the membership. In the periods between general meetings of the membership, the affairs of the Corporation shall be managed by a Board of 5 Directors, each of whom at the time of his election and throughout his term of office shall be a member of the Corporation. All decisions and actions of the Board of Directors are to be made in the best interests of the Corporation and may be ratified or revoked by a duly called general meeting of the membership. The Board of Directors is accountable to the membership. Each Director shall be elected by the members entitled to vote to hold office until the first annual meeting, after he shall have been elected, or until his successor shall have been duly elected and qualified. The whole Board shall be retired at each fall general meeting, but shall be eligible for re-election if otherwise qualified. The election may be by a show of hands unless a ballot be demanded by any member. The members of the Corporation may, by resolution passed by a majority of the votes cast at a special general meeting of which notice specifying the intention to pass such resolution has been given, remove any Director before the expiration of his term of office, and may, by a majority of the votes cast at that meeting, elect any person in his stead for the remainder of his term.

(ii) Structure

The Board shall be composed of the following:

- (a) a President;
- (b) a Vice-President;
- (c) a Secretary/Treasurer;
- (d) a Director, Skills Development; and
- (e) a Newsletter Editor.

(iii) Vacancy

Vacancies on the Board of Directors, however caused, may, so long as a quorum of Directors remain in office, be filled by the Directors from among the qualified members of the Corporation until the next general meeting, if they shall see fit to do so, otherwise, such vacancy shall be filled at the next general meeting of the members but if there is not a quorum of Directors, the remaining Directors shall forthwith call a meeting of the members to fill the vacancy.

(iv) Quorum and Meetings

A majority of the Directors shall form a quorum for the transaction of business. Except as otherwise required by law, the Board of Directors may hold its meetings at such place or places as it may from time to time determine. No formal notice of any such meeting shall be necessary if all the Directors are present, or if those absent have signified their consent to the meeting being held in their absence. Directors' meetings may be formally called by the President or Vice-President or by the Secretary on direction of the President or Vice-President, or by the Secretary on direction in writing of two Directors. Notice of such meetings shall be delivered, telephoned or telegraphed to each Director not less than one day before the meeting is to take place or shall be mailed to each Director not less than five (5) days before the meeting is to take place. The statutory declaration of the Secretary or President that notice has been given pursuant to this by-law shall be sufficient and conclusive evidence of the giving of such notice. The Board may appoint a day or days in any month or month for regular meetings at an hour to be named and of such regular meeting no notice need be sent. A Directors' meeting may also be held, without notice, immediately following the annual meeting of the Corporation. The Directors may consider or transact any business either special or general at any meeting of the Board. The Board shall meet no fewer than four (4) times each membership year. An emergency meeting may be called at any time if agreed to by a majority of the members of the Board, provided the emergency matter(s) is/are clearly stated, require(s) immediate action and only the emergency matter(s) is/are dealt with at such meeting.

(v) Errors in Notice

No error or omission in giving such notice for a meeting of Directors shall invalidate such meeting or invalidate or make void any proceedings taken or had at such meeting and any Director may at any time waive notice of any such meeting and may ratify and approve of any or all proceedings taken or had thereat. If a Director has not been notified of a meeting and he does not waive the right to notice and he disagrees with a decision or decisions taken thereat, he may require the issue or issues to be moved, discussed and voted upon again at the next meeting of the Board.

(vi) Voting

Questions arising at any meeting of Directors shall be decided by a majority of votes unless otherwise required by this By-law.

(vii) Powers

The Directors of the Corporation may administer the affairs of the Corporation in all things and make or cause to be made for the Corporation, in its name, any kind of contract which the Corporation may lawfully enter into and, save as hereinafter provided, generally, may exercise all such other powers and do all such other acts and things as the Corporation is by its charter or otherwise authorized to exercise and do.

Without in any way derogating from the foregoing, the Directors may be expressly empowered, from time to time by a majority vote of members entitled to vote at a general meeting, to purchase, lease or otherwise acquire, alienate, sell, exchange or otherwise dispose of shares, stocks, rights, warrants, options and other securities, lands, buildings and other property, movable or immovable, real or personal, or any right or interest therein owned by the Corporation, for such consideration and upon such terms and conditions as they may deem advisable.

(viii) Remuneration

The Directors shall receive no remuneration for acting as such, but may receive, subject to the approval of the Board, reasonable expenses incurred for Board work.

ARTICLE VI - OFFICERS OF THE CORPORATION

There shall be a President, a Vice-President, a Secretary/Treasurer, a Director, Skills Development and a Director, Newsletter Editor. The said Officers shall be elected by the members entitled to vote and all such Officers shall be members of the Board of Directors and their title and term as Officers shall correspond to their title and term as Directors of the Board. There shall, as well, be such other Officers as the Board of Directors may determine from time to time, which Officers shall be appointed by the Board of Directors.

1. President

The President shall, when present, preside at all general meetings of the members of the Corporation and of the Board of Directors. The President shall also be charged with the general management and supervision of the affairs and operations of the Corporation. The President, with the Secretary, shall sign all by-laws and membership certificates.

2. Vice-President

During the absence or inability of the President, his duties and powers may be exercised by the Vice-President and, if the Vice-President, or such other Director as the Board of Directors may from time to time appoint for the purpose, exercises any such duty or power, the absence or inability of the President shall be presumed, with reference thereto.

The Vice-President shall also carry out duties as reasonably assigned by the President and/or the Board of Directors.

3. Secretary/Treasurer

The Secretary shall be ex officio clerk of the Board of Directors. He shall attend all meetings of the Board of Directors and record all facts and minutes of all proceedings in the books kept for that purpose. He shall give all notices required to be given to members and to Directors. He shall be the custodian of the seal of the Corporation and of all books, papers, records, correspondence, contracts and other documents belonging to the Corporation which he shall deliver up only when authorized by a resolution of the Board of Directors to do so and to such person or persons as may be named in the resolution, and he shall perform such other duties as may from time to time be determined by the Board of Directors.

The Treasurer, or person performing the usual duties of a Treasurer, shall keep full and accurate accounts of all receipts and disbursements of the Corporation in proper books of account and shall deposit all moneys or other valuable effects in the name and to the credit of the Corporation in such bank or banks as may from time to time be designated by the Board of Directors. He shall disburse the funds of the Corporation under the direction of the Board of Directors, taking proper vouchers therefor and shall render whenever required of him, an account of all his transactions as Treasurer, and of the financial position of the Corporation. He shall also perform such other duties as may from time to time be determined by the Board of Directors.

4. Director, Skills Development

The Director, Skills Development, shall be responsible for the planning, organization and promotion of the activities of the Corporation and, without derogating from the generality of the foregoing, for promoting increased interest, appreciation, understanding, knowledge, safety and skill development relating to the Principal Objects of the Corporation through outings, activities, trips, meetings, clinics, education and training.

5. Director, Newsletter Editor

The Director, Newsletter Editor shall produce a newsletter according to a prescribed schedule and budget as approved at the spring general meeting by a majority vote of the members entitled to vote thereat. Such newsletter shall be distributed to all members of the Corporation. The newsletter contains announcements of coming events, results of meetings, accounts of the activities of the Corporation and other events, the official activity schedule, items of general interest and periodically, the membership list of the Corporation. The production of the newsletter involves soliciting, editing and writing articles and, subsequently, arranging for typing, reproduction and distribution. The Newsletter Editor has the final authority as to the contents of the said newsletter, such authority being subject only to general interest, good taste and the veto requiring a majority of the Board of Directors. Advertising may be inserted in the newsletter that is in keeping with the Principal Objects of the Corporation.

6. Duties of other Officers

The duties of all other Officers of the Corporation shall be such as the terms of the engagement call for or the Board of Directors requires of them.

ARTICLE VIII - EXECUTION OF DOCUMENTS

Deeds, transfers, licenses, contracts and engagements on behalf of the Corporation shall be signed by either the President or Vice-President and by the Secretary, and the Secretary shall affix the seal of the Corporation to such instruments as require the same.

Contracts in the ordinary course of the Corporation's operations may be entered into on behalf of the Corporation by the President, Vice-President, Treasurer or by any person authorized by the Board of Directors.

The President, Vice-President, the Directors, Secretary or Treasurer, or any one of them, or any person or persons from time to time designated by the Board of Directors may transfer any and all shares, bonds or other securities from time to time standing in the name of the Corporation in his or her individual or any other capacity or as trustee or otherwise and may accept in the name and on behalf of the Corporation transfers of shares, bonds or other securities from time to time transferred to the Corporation, and may affix the corporate seal to any such transfers or acceptances of transfers, and may make, execute and deliver under the corporate seal any and all instruments in writing necessary or proper for such purposes, including the appointment of an attorney or attorneys to make or accept transfers of shares, bonds or other securities on the books of any company or Corporation.

Notwithstanding any provisions to the contrary contained in the by-laws of the Corporation, the Board of Directors may at any time by resolution direct the manner in which, and the person or persons by whom, any particular instrument, contract or obligations of the Corporation may or shall be executed.

ARTICLE IX - BOOKS AND RECORDS

The Directors shall see that all necessary books and records of the Corporation required by the by-laws of the Corporation or by any applicable statute or law are regularly and properly kept.

ARTICLE X - FINANCIAL YEAR

Unless otherwise ordered by the Board of Directors, the fiscal year for the Corporation shall terminate on the 30th day of September in each year.

ARTICLE XI - FEES

There shall be no fees payable by members except such, if any, as shall from time to time be fixed at a general meeting by a majority vote of the members entitled to vote thereat. The Secretary shall notify the members of the fees at any time payable by them, and, if any are not paid within thirty (30) days of the date of such notice, the members in default shall thereupon automatically cease to be members of the Corporation, but any such members may, on payment of all fees, be reinstated by a majority vote of the Board of Directors.

ARTICLE XII - AUDITOR

The Board shall recommend annually the appointment of an auditor to the annual meeting of the Corporation. The appointment of the auditor shall be approved at a general meeting by a majority vote of the members entitled to vote thereat.

ARTICLE XIII - ANNUAL AND OTHER MEETINGS OF MEMBERS

The annual and any other general meeting of the members shall be held at the head office of the Corporation or elsewhere in Ottawa-Carleton as the Board of Directors may determine and on such day as the said Directors shall appoint.

There shall be at least two general meetings each year. The spring general meeting shall be held during the month of April. In addition to any other business that may be transacted at the spring general meeting, the report of the Directors, a financial statement, the report of the auditors and the annual budget shall be presented for approval of a majority vote of the members entitled to vote thereat.

The fall general meeting shall be held not later than 30 days after the close of the financial year. In addition to any other business that may be transacted at the fall general meeting, a report of the Directors and a financial statement for the financial year shall be presented for approval by a majority vote of the members entitled to vote thereat. In addition, elections shall be held for all positions on the Board of Directors and an auditor shall be approved by a majority vote of the members entitled to vote thereat.

The members may consider and transact any business either special or general without any notice thereof at any general meeting of the members. The Board of Directors or the President or Vice-President shall have power to call at any time a general meeting of the members of the Corporation. Further, the Board shall call a general meeting within 30 days of receiving a petition requesting such a meeting signed by 20% or more of the membership. No public notice or advertisement of members' meetings, annual or

general, shall be required, but notice of the time and place of every such meeting shall be given to each member either verbally, by announcement in the newsletter or by other means ten days before the time fixed for the holding of such meeting; provided that any meetings of members may be held at any time and place without such notice if all the members of the Corporation are present thereat or represented by proxy duly appointed, and at such meeting any business may be transacted which the Corporation at annual or general meetings may transact.

No error or omission in giving notice of any annual or general meeting or any adjourned meeting, whether annual or general, of the members of the Corporation, shall invalidate such meeting or make void any proceedings taken thereat and any member may at any time waive notice of any such meeting and may ratify, approve and confirm any or all proceedings taken or had thereat. For the purpose of sending notice to any member, director or officer for any meeting or otherwise, the address of any member, director or officer shall be his last address recorded on the books of the Corporation

ARTICLE XIV - ADJOURNMENTS

Any meetings of the Corporation or of the directors may be adjourned to any time and from time to time and such business may be transacted at such adjourned meeting as might have been transacted at the original meeting from which such adjournment took place. No notice shall be required of any such adjournment. Such adjournment may be made notwithstanding that no quorum is present.

ARTICLE XV - QUORUM OF MEMBERS

A quorum for the transaction of business at any general meeting of members shall consist of not less than 10% of the membership present in person.

ARTICLE XVI - ELECTIONS

- (i) Nominations for election to the Board of Directors will be received from members prior to voting, providing that:
 - (a) the nomination is moved and seconded by life or ordinary members; and
 - (b) the nominee is an ordinary member of the Corporation and consents to stand for election.

- (ii) The Board of Directors shall submit proposed election procedures to the membership at the beginning of the fall general meeting.
- (iii) The Board of Directors will appoint an elections Chairperson who shall preside over the election.

ARTICLE XVII - VOTING OF MEMBERS

Subject to the provisions, if any, contained in the Letters Patent of the Corporation, each life and ordinary member of the Corporation shall at all meetings of members be entitled to one vote when present in person. No life or ordinary member shall be entitled to vote at meetings of the Corporation unless he has paid all dues or fees, if any, then payable by him.

At all meetings of members every question shall be decided by a majority of the votes of the members so entitled who are present unless otherwise required by the by-laws of the Corporation, or by law. Every question shall be decided in the first instance by a show of hands unless a poll be demanded by any member. Upon a show of hands, every member having voting rights shall have one vote, and unless a poll be demanded a declaration by the Chairperson that a resolution has been carried or not carried and an entry to that effect in the minutes of the Corporation shall be admissible in evidence as prima facie proof of the fact without proof of the number or proportion of the votes accorded in favour of or against such resolution. The demand for a poll may be withdrawn, but if a poll be demanded and not withdrawn the question shall be decided by a majority of votes given by the members who are entitled to vote who are present in person and such poll shall be taken in such manner as the Chairperson shall direct and the result of such poll shall be deemed the decision of the Corporation in general meeting upon the matter in question. In case of an equality of votes at any general meeting, whether upon a show of hands or at a poll, the Chairperson shall be entitled to a second or casting vote.

ARTICLE XVIII - CHEQUES, ETC.

All cheques, bills of exchange or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors and any one of such officers or agents may alone endorse notes and drafts for collection on account of the Corporation through its bankers, and endorse notes and cheques for deposit with the Corporation's bankers for the credit of the Corporation, or the same may be endorsed "for Collection" or "for deposit" with the bankers of the Corporation by using the Corporation's rubber stamp for the purpose. Any one of such officers or agents so appointed may arrange, settle, balance and certify all books and accounts

between the Corporation and the Corporation's bankers and may receive all paid cheques and vouchers and sign all the bank's forms or settlement of balances and release or verification slips.

ARTICLE XIX - DEPOSIT OF SECURITIES FOR SAFEKEEPING

The securities of the Corporation shall be deposited for safekeeping with one or more bankers, trust companies or other financial institutions to be selected by the Board of Directors. Any and all securities so deposited may be withdrawn, from time to time, only upon the written order of the Corporation signed by such officer or officers, agent or agents of the Corporation, and in such manner, as shall from time to time be determined by resolution of the Board of Directors and such authority may be general or confined to specific instances. The institutions which may be so selected as custodians by the Board of Directors shall be fully protected in acting in accordance with the directions of the Board of Directors and shall in no event be liable for the due application of the securities so withdrawn from deposit or the proceeds thereof.

ARTICLE XX - BORROWING

A majority vote of the members at a general meeting who are entitled to vote thereat may from time to time authorize the Board for the use of the Corporation, to:

- (a) borrow money on the credit of the Corporation; or
- (b) issue, sell or pledge securities of the Corporation; or
- (c) charge, mortgage, hypothecate or pledge all or any of the real or personal property of the Corporation, including book debts, rights, powers, franchises and undertakings, to secure any securities or any money borrowed, or other debt, or any other obligation or liability of the Corporation.

From time to time the Directors may authorize any director, officer or employee of the Corporation or any other person to make arrangements with reference to the moneys borrowed or to be borrowed as aforesaid and as to the terms and conditions of the loan thereof, and as to the securities to be given therefor, with power to vary or modify such arrangements, terms and conditions and to give such additional securities for any moneys borrowed or remaining due by the Corporation as the Directors may authorize, and generally to manage, transact and settle the borrowing of money by the Corporation.

ARTICLE XXI - BUDGETARY CONTROL & EXPENDITURES

The Board shall prepare an annual budget and present it to the membership for approval at the spring general meeting. The approved budget shall guide expenditures incurred for the conduct of Corporation's affairs throughout the membership year under the management and authority of the Board of Directors.

The budget shall be comprised of sub-budgets, each of which will be comprised of one or more budgetary items. The Board may delegate management authority and responsibility for each sub-budget to a specific Director who shall be accountable for its management. The delegated Director shall have authority to commit expenditures or to reallocate resources between budgetary items within the scope and financial limitation of the sub-budget, subject to the general policy guidelines of the Board.

The President shall have the authority, subject to approval by the Board, to reallocate resources between sub-budgets or to new extraordinary sub-budgets or items within the overall financial ceiling of the annual budget approved by the membership.

Expenditure requirements above the financial ceiling of the approved annual budget shall be referred to the membership by the Board for approval at a special general meeting by a majority vote of the members entitled to vote thereat.

ARTICLE XXII - TRIP AND ACTIVITY EXPENDITURES

Without limiting the authority of the Board to conduct fund raising events or to subsidize specific activities of the Corporation from the budget on behalf of the members, expenses for individual trips of the Corporation and activities shall be shared by the participating members as agreed in advance by them.

ARTICLE XXIII - INDEMNITY

Every Director or Officer of the Corporation or other person who has undertaken or is about to undertake any liability on behalf of the Corporation and their heirs, executors and administrators and estate and effects, shall, from time to time and at all times, be indemnified and saved harmless out of the funds of the Corporation, from and against:

- (a) all costs, charges and expenses whatsoever which such Director, Officer or other person sustains or incurs in or about any action, suit or proceedings which is brought, commenced or prosecuted against him/her, or in respect of any act, deed, matter or thing whatsoever, made, done or permitted by him/her in or about the execution of the duties of his/her office or in respect of any such liability;
- (b) All other costs, charges and expenses which he/she sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his/her own willful neglect or default.

ARTICLE XXIV - NOTICE

Any notice (which term includes any communication or document) to be given, sent, delivered or served pursuant to the Act, the letters patent, the by-laws or otherwise to a member, director, officer or auditor shall be sufficiently given if delivered personally to the person to whom it is to be given or if delivered to his recorded address or if mailed to him at his recorded address by any means of prepaid transmitted or recorded communication. A notice so delivered shall be deemed to have been given when it is delivered personally or at the recorded address as aforesaid; a notice so mailed shall be deemed to have been given when deposited in a post office or public letter box; and a notice sent by any means of transmitted or recorded communication shall be deemed to have been given when dispatched or delivered to the appropriate communication company or agency or its representative for dispatch. The Secretary may change or cause to be changed the recorded address of any member, director, officer or auditor in accordance with any information believed by him to be reliable.

ARTICLE XXV - DISTRIBUTION OF PROPERTY UPON DISSOLUTION

That upon the dissolution of the Corporation and after the payment of all debts and liabilities, the remaining property of the Corporation shall be distributed or disposed of to an organization or organizations, the objects of which are the same as or similar to that of the Corporation.

ARTICLE XXVI - POLITICAL ACTION

Before undertaking any political action external to the Corporation on issues, legislation or government action under provisions (a)(iii) and/or (a)(iv) of the Principal Objects of the Corporation, the Board shall place before the membership the proposed political action and have it approved by a majority vote of the membership at a general meeting of those entitled to vote thereat. The Board shall have the authority to undertake specific political action under the above mentioned Principal Objects within the aim and scope of the general policy and/or positions so

approved by the membership.

ARTICLE XXVII - AMENDMENTS

1. Amendments to the Charter by Supplementary Letters Patent may be made in accordance with the following:

- (a) Notice of the proposed amendments, additions and/ or deletions shall be presented to the Secretary not less than fifteen (15) days prior to the date of the annual meeting or general meeting called for that purpose after a resolution was passed by the Board of Directors;
- (b) Copies of the proposed changes will be distributed to the ordinary and life members seven (7) days prior to the annual meeting or general meeting; and
- (c) A two-thirds (2/3) majority vote of the ordinary and life members present at the annual meeting or general meeting is required in support of the proposed change.

2. By-laws may be approved, adopted, amended or rescinded by a majority vote of the membership entitled to vote at any annual meeting or general meeting. Notice of the proposed change shall be presented to the Secretary at least fifteen (15) days prior to the meeting. Copies of the proposed changes will be distributed to the ordinary and life members seven (7) days prior to the annual meeting or general meeting.

Approved at the general meeting of the members of
and passed by the Board of Directors and sealed with the
Corporate seal this day of 1987.

President

Vice-President

Secretary/Treasurer

Director, Skills Development

Director, Newsletter Editor