

## **BY-LAWS**

### **TEXAS CHAPTER OF THE NATIONAL ASSOCIATION OF HOUSING AND REDEVELOPMENT OFFICIALS**

#### **ARTICLE I**

##### **NAME AND JURISDICTION**

The name of this organization shall be the TEXAS CHAPTER OF THE NATIONAL ASSOCIATION OF HOUSING AND REDEVELOPMENT OFFICIALS (TX-NAHRO). It shall operate within the geographic areas of Texas subject to provisions of the Constitution of NAHRO and these By-laws.

#### **ARTICLE II OBJECTIVES**

##### **AND PURPOSES**

The purpose of the Texas Chapter of NAHRO is to serve a membership engaged in providing persons of low and moderate income with the opportunity to live in adequate and safe housing and improving the quality of life for all within a community through development, redevelopment, conservation and rehabilitation activities. To do this, the Chapter shall have the following objectives:

1. To develop and improve professional standards and practices in the administration of housing, community and economic development;
2. To serve as a forum for the exchange of knowledge, ideas and experience;
3. To further develop professional skills through meetings, training, seminars and education programs.
4. To facilitate effective relationships among all levels of government in the development and implementation of housing, community and economic development programs and responsibilities.
5. To cooperate and collaborate with other agencies, associations and groups, both public and private, having similar or related purposes.
6. To provide safe, decent, and affordable housing to individuals and families with low to moderate incomes using low income housing tax credits, tax exempt financing, and other methods of financing.
7. To provide financial support, credit, funds, capital, gifts, and all other lawful forms of financial and other assistance to individuals and organizations for the

development, acquisition, rehabilitation, and preservation of decent and affordable housing for low to moderate income individuals and families.

8. To promote and facilitate public and private financing in affordable housing and in the development and modernization of Public Housing that creates mixed income communities and mitigates the concentration of low income residents.
9. Provide capacity building assistance, including but not limited to administrative, technical, programmatic, planning, operational, financial, resource development, and management, to assist the members in enhancing the efficiency and effectiveness of their operations and their ability to serve the housing and community development and other needs of their communities.
10. Develop and maintain an effective communications programs, including electronic communications.

### **ARTICLE III**

### **MEMBERSHIP**

#### **SECTION 1. - AGENCY MEMBERSHIP ACTIVE**

Any public agency having to do primarily with housing and community development may be an active agency member by paying the prescribed dues. Each active agency member shall be entitled to cast one vote in any action taken by vote of the members. Such vote shall be cast by the Chairperson of the agency's governing body or by the agency's chief executive officer in the absence of the chairperson or by a member of the agency's governing body or staff if duly designated.

#### **SECTION 2. - ASSOCIATE MEMBERS OF AN AGENCY**

Each member agency receives an established number of associate members based on agency size. Agency members must name these associates on the designated form included in the dues renewal notice and submit with membership renewal. These associates may consist of agency staff, commissioners, or other designees as indicated by the member agency. Each associate member, as designated, shall be entitled to cast one vote in any action taken by vote of the members.

#### **SECTION 3. - AFFILIATE MEMBERSHIPS**

Any person, public agency, resident organization, and/or professional organization interested in the purposes and activities of TX-NAHRO may be an affiliate member by paying the prescribed dues. Affiliate members shall include, but not be limited to, residents and organizations of residents of a Public Housing or other affordable housing developments, a participant in the Housing Choice Voucher Program, architects, engineers, accountants, consultants, planners, attorneys, appraisers, developers, and financial institutions and their employees. Affiliate members shall have all rights of active members, including eligibility for appointments to committees (unless there

exists a possible conflict of interest), except the right to vote and hold office.

**SECTION 4. - LIFETIME MEMBERSHIP**

A Lifetime Membership may be given by a majority vote of the members present at an Annual Meeting to individuals retired from the housing industry, who have rendered outstanding service to TX-NAHRO. Nominations shall be made to the Board who shall recommend approval to the membership. Lifetime members shall be exempt from paying dues and shall receive complimentary registrations to meetings, conferences, and workshops of TX-NAHRO.

**SECTION 5. - DUES**

Membership dues shall be established by the Executive Board.

**ARTICLE IV**

**EXECUTIVE BOARD**

**SECTION 1. - COMPOSITION**

The administration of the affairs of the Chapter shall be vested in the Board, all members of which shall be active individual members of NAHRO, SWRC-NAHRO and the Texas Chapter of NAHRO (verified by membership certification). The Board will consist of the following:

**With Voting Status:**

- Officers of the Chapter are: President, Senior Vice-President, Vice-President for Housing, Vice-President for Professional Development, Vice-President for Member Services, Vice-President for Community Resource & Development, Vice-President for Commissioners, Treasurer, Secretary, Parliamentarian and Immediate Past President.
- Twenty (20) Directors who shall be generally representative of the membership
- Three (3) immediate past Presidents of the Texas Chapter, (verified by membership certification) who are currently active in the field of assisted housing, community development, urban renewal or code enforcement.

**Ex-Officio with Non-voting Status:**

- Current President of SWRC/NAHRO
- Current President of NAHRO
- Any past president of TX-NAHRO, active in the field of assisted housing, community development, urban renewal or code enforcement.

- Current THA President

## **SECTION 2. - DUTIES**

TX-NAHRO shall be governed by the Executive Board. The Executive Board shall establish policies and procedures for the efficient and effective administration of all activities of TX-NAHRO in a manner that best serves the membership and the affordable housing needs of the citizens of the State of Texas. These include, but are not limited to, maintenance of records, accounts, receipts and expenditures of funds, levying of dues, review and approval of all contracts, periodic reporting of the Chapter's affairs to the members, selection of representatives to the Chapter's and SWRC-NAHRO Executive Committee and other committees. The Executive Board is empowered to create subsidiary corporations to support, advance, and fulfill the purposes of TX-NAHRO.

## **SECTION 3. - MEETINGS**

The Executive Board shall hold not less than two (2) regular meetings each year, at least one (1) of which will be held at the time and place of the Annual meeting of the Chapter. Notice of a regular meeting shall be mailed, faxed, or electronically communicated to each Board member not less than 30 days before the regular meeting date.

Special meetings of the Executive Board may be called by the President at any time or by the Secretary upon written request of at least one-fourth (1/4) of the membership of the Board. The notice of special meeting shall be mailed, faxed, or electronically communicated to each member of the Executive Board and shall specify the time and place of the meeting and the business to be conducted.

The new officers and directors elected at Annual Meetings in odd numbered years, along with remaining Board members, constitute the new Executive Board and shall meet during this Annual Meeting or not later than June 1 of that odd numbered year to make appointments for each standing and other committees of the Chapter and to SWRC-NAHRO committees.

If this meeting of the Incoming Executive Board occurs after the closing day of the Annual Meeting, the President elect shall provide notice of the meeting to the members of the new Executive Board not less than 20 days before the date of the meeting. Notice of the meeting shall be mailed, faxed, or electronically communicated.

Except for the regular meeting held at the time and place of the Annual Meeting and the meeting of a new Executive Board held at the Annual Meeting in odd numbered years or prior to June 1 of that odd numbered year, all meetings may be by telephone conference.

For all meetings, an agenda shall be provided with the notice for each meeting. For each meeting, majority of the Board or the President with the approval of a majority of the Board may add to, or delete, items from the agenda.

**SECTION 4. - QUORUM**

At any meeting or telephone conference of the Executive Board, a simple majority of the Executive Board's members with voting rights shall be present or participating in the telephone conference to establish a quorum for the conduct of business of TX-NAHRO. Each of the Executive Board's members with voting rights shall be entitled to one (1) vote, must be present at the meeting or participating in the telephone conference in order to vote, and by participation and voting certifies that they are a member in good standing. Past Presidents of the Texas Chapter not currently serving as Officers, SWRC or NAHRO and the current President of the Texas Housing Association will not be counted to establish a quorum of the Executive Board.

**SECTION 5. - VACANCIES**

Vacancies on the Executive Board occurring between Annual meetings shall be filled by a simple majority of the remaining members of the Executive Board.

**SECTION 6. - ATTENDANCE AT REGULAR EXECUTIVE BOARD MEETINGS**

Only attendance by Officers and Directors shall be required at all meetings and telephone conferences of the Executive Board. An Executive Board Member must attend at least one meeting each year. Any officer or Director who is unable to attend or participate via conference call, may request an excused absence in writing, by mail or fax or electronically communicated to the Secretary, citing the reasons for being unable to attend or participate. The Secretary shall present all requests for excused absences to the Executive Board for their appropriate action. Three unexcused absences by an elected officer or Director during a term of office shall be grounds for removal by a simple majority vote at a regular or special meeting. Officers and Directors may only represent themselves for required attendance at meetings. Other surrogates/representatives are not allowed to vote by proxy for an officer or director.

**SECTION 7. - STEERING COMMITTEE**

There shall be a Steering Committee of the Executive Board consisting of all elected officials as well as, the Immediate Past President. The Steering Committee shall be chaired by the Chapter President.

All Steering Committee members with voting status shall be provided a written, faxed, or electronically communicated notice of all meetings, agendas, and minutes at the conclusion of all Steering Committee meetings. All Steering Committee minutes will be provided to the Executive Board and included at the next regular meeting.

**SECTION 8. - REMOVAL OF OFFICERS AND DIRECTORS**

Any Officer or Director of the Executive Board may be removed for inefficiency or neglect of duty or misconduct by a two-thirds (2/3) vote of the Executive Board, a quorum being present. Officers and Directors with voting status may be removed for not attending meetings as provided in Section 6 above. Should it become known that an officer or director with voting status is not a member in good standing because his/her dues to TX-NAHRO, SWRC-NAHRO and NAHRO have not been paid, shall be notified by the Secretary and provided 15 calendar days to pay the applicable dues.

**ARTICLE V**

**OFFICERS: TITLES, DUTIES AND REQUIREMENTS**

**SECTION 1. - TITLES**

The Officers of the Chapter shall be a President, a Senior Vice President, and five (5) Vice Presidents with Portfolio, each corresponding to the five (5) Chapter Standing Committees, a Secretary, Parliamentarian, Immediate Past President and a Treasurer, who shall be active members in good standing. The five Vice Presidents will carry the following official titles: Vice President for Housing; Vice President for Community Revitalization and Development; Vice President for Professional Development; Vice President for Member Services and Vice President for Commissioners.

**SECTION 2. - PRESIDENT**

It shall be the duty of the President to preside at all meetings of the Chapter, to create and appoint such special committees as may, from time to time, be necessary to conduct the affairs of the Chapter; to implement such procedures, policies, and activities as may be adopted or approved by the Executive Board of the Chapter; and to report periodically to the membership on the accounts and general business of the Chapter. The President will be responsible for approving disbursements of funds, and signing all contracts and other documents approved by the Executive Board.

**SECTION 3. - SENIOR VICE PRESIDENT**

The Senior Vice President shall preside in the absence of the President at all meetings of the Chapter; shall succeed the President in office if he/she cannot complete his/her term until the next Annual Meeting; and perform such other duties as may, from time to time, be assigned by the President or Executive Board. The Senior Vice President will automatically become a nominee for President at the next election.

#### **SECTION 4. - VICE PRESIDENT WITH PORTFOLIO**

The five (5) Vice Presidents shall be responsible for the conduct of the Standing Committees to which they are elected and shall preside at all meetings of the Committees to which they are elected. The Vice Presidents may be assigned duties and responsibilities by the President or the Executive Board related to the current interest of the Chapter that fall within the scope of the Standing Committees they chair. The Vice Presidents shall present and submit a written report at all meetings of the Executive Board, including the Annual Business Meeting of the Chapter.

#### **SECTION 5. - SECRETARY**

The Secretary shall be responsible for maintaining the records of the Chapter, the sending of notices as may be required, serve as election officer, certifying such petitions and positions as may be required, and performing other duties as may be assigned by the President or the Executive Board. The Secretary shall be responsible for certifying all members eligible to vote in an election and for certifying that all Officers and Executive Board members are members in good standing. The Secretary will be a Chapter Officer and duly elected by the General Membership.

#### **SECTION 6. - TREASURER**

The Treasurer shall have custody of all Chapter funds and property and shall sign all withdrawals of funds from the Chapter's accounts after appropriate approval from the President or Executive Board. This is an elected position. In the event of an emergency, where the Treasurer is incapacitated or otherwise unavailable to perform his/her duties as Treasurer, the Steering Committee of the Texas Chapter of NAHRO shall appoint an alternate Treasurer. The manner of appointment shall be by selecting a member from the individual active Texas NAHRO membership. The appointment shall be by a majority of the Steering Committee members. The alternate Treasurer shall perform the duties of the Treasurer until such time that the Treasurer is able to resume his/her duties.

The Treasurer shall Chair the Chapter's Budget Committee who shall be appointed by the Executive Board and be responsible for preparing the Chapter's annual operating budget for approval by the Executive Board at its Winter Meeting. The Budget Committee shall also prepare financial policies and procedures, including financial reporting procedures and reporting format, for review and approval by the Executive Board. The policies and procedures and reporting requirements shall be reviewed annually by the Budget Committee and their findings reported to the Executive Board for their review and appropriate action.

The Treasurer shall be responsible for maintaining proper records of all assets, liabilities, income, and expenses of the Chapter. The Treasurer shall prepare and submit to each member of the Executive Board quarterly financial reports, as well as year-to-date financial reports not later than ten (10) days prior to each scheduled meeting of the Executive Board. The Treasurer shall prepare and present the Chapter's financial reports to the membership at each Annual Business Meeting.

### **SECTION 7. – PARLIAMENTARIAN**

The Parliamentarian shall have or develop sufficient expertise in parliamentary procedure to advise the President on such matters. The Parliamentarian should sit next to or in view of the President during all meetings and when requested should provide explanations or advise, but not rulings, which are to be made by the President or presiding officer. The Parliamentarian is to inform the President of errors in parliamentary procedure, assist and support the President in maintaining order and adhering to the agenda as presented. The Parliamentarian should be available at all regularly scheduled meetings of the association. Additional functions of the Parliamentarian include coordination of motions and resolutions, election and voting procedures and other services as deemed appropriate by the President or the Executive Board. The Parliamentarian shall be the Chair of the By Laws Committee. The Parliamentarian shall be elected and have the right to vote.

### **SECTION 8. - IMMEDIATE PAST PRESIDENT**

The Immediate Past President shall serve as a member of the Steering Committee and chair the Nominating Committee for the Chapter. The Immediate Past President may be assigned duties and responsibilities by the President or the Executive Board related to the current interest of the Chapter that fall within the scope of the committee they chair.

### **SECTION 9. - BONDS**

The Chapter shall provide to all Officers charged with the responsibility for custody of funds a property bond in the amount of \$50,000 or a practical difference to be determined by the Executive Board. The Executive Board at its discretion may also provide any Officer of the Chapter in such sum and with such surety, as it shall determine.

### **SECTION 10. – CONFLICT OF INTEREST**

No member, officer, director, or service officer shall, during his/her tenure or two (2) years thereafter have any financial interest, direct or indirect, in the business of the Chapter.



## ARTICLE VI

### NOMINATIONS AND ELECTIONS

#### **SECTION 1. - NOMINATIONS**

A Nominating Committee consisting of not less than seven (7) and not more than eleven (11) TX-NAHRO members in good standing shall be appointed by the newly constituted Executive Board in odd numbered years at their first official meeting during the Annual Meeting but not later than June 1 of that odd numbered year. A member can serve on the Nominating Committee and be nominated for an Officer position, but must agree to abstain from the vote if interested in such a position.

The immediate Past President shall chair the Nominating Committee, and the remaining members must be approved by the Executive Board. The Steering Committee is empowered to replace any Nominating Committee member who resigns or is unable to serve. The **remaining** members of the Nominating Committee should be selected by the President, with approval from the Executive Board.

The Nominating Committee shall follow all procedures as outlined in the Operating Procedures Manual approved by the Executive Board.

A quorum must be present at the meeting of the Nominating Committee in order to conduct business; and committee members may participate by telephone and be counted for purposes of a quorum.

Not less than 120 calendar days prior to the Annual Meeting of the Chapter, the Nominating Committee Chairperson shall notify the entire membership of open positions on the Board. The Chairperson must follow the Notification procedures in the Operating Procedures Manual approved by the Executive Board.

Not less than 90 calendar days prior to the Annual Meeting of the Chapter in odd numbered years, the Nominating Committee shall select one or more nominees for the following offices:

President

Senior Vice President

Vice President for:

Housing

Professional Development

Member Services

Commissioners

Community Revitalization and Development

Treasurer

Secretary

Parliamentarian

Directors (ten)

In even numbered years for expiring Executive Board positions, the Nominating Committee shall follow the nominating procedures.

In even numbered years, Officers and ten (10) Directors will be elected. In odd numbered years ten (10) Directors will be elected using the nominating procedures.

Within 5 calendar days after meeting, the Chairperson of the Nominating Committee shall submit their report to the Chapter's Secretary, with copies to all voting members of the Executive Board. This report may be mailed, faxed, or electronically communicated.

The Nominating Committee Chairperson must present a slate of Officers and/or Board of Directors to the Secretary. The Secretary must follow the procedures outlined in the Operating Procedures Manual to notify the membership of the slate of officers and/or Board of Directors in accordance with procedures in the Operating Procedures Manual.

Any member may petition in support of a member(s) of the Chapter eligible to hold office, by following the Petition Procedures in the Operating Procedures Manual.

When there is more than one candidate nominated for a position and/or the total number of candidates for the Executive Board exceeds the available positions on the Executive Board, the Secretary shall prepare ballots containing the names of all nominees.

## **SECTION 2. - ELECTIONS**

The election of Officers and/or Directors shall be held at the Annual Meeting of the Chapter. The term of office for all officers and Directors shall be two (2) years with each term beginning on October 1<sup>st</sup>. Executive Board Directors will have no limit on years on the Board.

If there are any contested races, the Chapter's Secretary, Nominating Committee members, and a representative designated by each candidate for each contested race(s), shall constitute a committee for counting the ballots. In the absence of the Secretary and/or Chairperson of the Nominating Committee, two members of the Nominating Committee shall serve in their place.

**SECTION 3. - VOTING**

The Secretary shall prepare a list of individual and agency members in good standing that are eligible to vote as of March 1 prior to the Annual Meeting where an election will be held. Each individual member on this list present at the Annual Meeting will be entitled to cast his/her vote. Each Agency member on this list will be entitled to cast one vote by their duly designated representative as provided in Article III Section 2.

**SECTION 4. - ELIGIBILITY**

No person shall be eligible for election to an office or to serve on the Executive Board unless the person's agency is a member in good standing with Texas NAHRO and also a member of SWRC-NAHRO and NAHRO. All Standing Committee members must be an affiliate member, agency member or agency member associate of Texas NAHRO. All candidates for standing committees, executive board director or officer positions must be a resident of Texas and employed in Texas by a housing agency, a community development firm or a business in a related housing field. No person may be nominated or serve in the same officer position during the next two years immediately after serving a full term.

A member is eligible to serve in the office of President, Senior Vice President, Vice President, Secretary, or Treasurer only if the member has served on the TX NAHRO Board for at least two years at the time of the nomination. A member is eligible to serve as a member of the Board of Directors only if the member served on a TX-NAHRO Committee for at least one year at the time of nomination.

**ARTICLE VII**

**MEETINGS**

**SECTION 1. - ANNUAL MEETING**

The Annual Meeting of the Chapter shall be held during the month of March, April, or May. The date and site location for the Annual Meeting shall be designated and approved by the Executive Board, based on the recommendation of the Steering Committee. Reasonable notice of the Annual Meeting shall be given to the membership not less than thirty (30) days prior to the meeting date. The Annual Meeting shall be held between Monday and Friday, but meetings of Committees and the Executive Board may be held on Saturday or Sunday.

Notice of the Annual Meeting shall be made in writing by mail or fax, or electronically communicated.

**SECTION 2. - SPECIAL MEETING**

Special meetings of the membership may be called at any time on the order of the President, Executive Board, or by the signed petition of at least one-fifth(1/5) of the total active membership. The Secretary shall give notice of the time and place of a special meeting not less than thirty (30) days prior to the meeting date.

- Notice of Special Meetings shall be made in writing by mail or fax, or electronically communicated.

**SECTION 3. - QUORUM FOR ANNUAL MEETINGS**

A quorum must be present at any meeting of the membership at which business is transacted. A simple majority of the active members present in the meeting room at any meeting of the Chapter shall constitute a quorum

**SECTION 4. - CONDUCT OF MEETINGS**

The provisions of these By-laws and Robert's Rules of Order shall apply to the conduct of any meeting of the membership, the Executive Board and other duly constituted committees of the Chapter.

**ARTICLE VIII**

**COMMITTEES**

**SECTION 1. - STANDING COMMITTEES**

There shall be Standing Committees of the Chapter through which the business of the organization can be conducted and member needs can be met. The Standing Committees of the Chapter are: Housing, Community Revitalization and Development, Professional Development, Member Services and Commissioners.

**SECTION 2. - STANDING COMMITTEE APPOINTMENTS**

Each Standing Committee shall have not less than 10 members and no more than 20 members, with five (5) members appointed by the President and the others appointed by the Executive Board. The President is empowered to appoint additional members to the Commissioners Committee but the Commissioners Committee may not exceed 35 members.

Sixty ( 60) days prior to the Annual Meeting held in odd numbered years, notice via electronic communication and posting on the Chapters Website, shall inform the membership that new Standing Committees will be created by the new incoming President and Executive Board. The Notice shall encourage the members to serve on these Committees and Working Groups and to complete a Committee Request Form and submit the form to the Secretary if the member is interested in serving.

### **SECTION 3. - COMMITTEE FUNCTIONS**

The Housing Committee and the Community Revitalization and Development Committee shall address the program areas of their respective functions, and shall recommend actions to the Executive Board regarding, but not limited to, program dollars, legislation, regulations, administration at federal, state and local levels and the effective representation of the membership's interest therein.

The Professional Development Committee shall focus on the general areas of career identification, training and education, certification and credentialing, and the professionalization of the members engaged in such job opportunities.

The Member Services Committee shall serve the general and special interests of the members which cut across program and professional lines and represent the concerns of special interest groups within the membership, including but not limited to minorities, commissioners and women. The same committee shall work to coordinate supportive products and services rendered by the Association such as conferences and conventions, workshops and seminars, publications, representation and such related matters.

The Commissioners Committee shall serve to broaden the constituency, support the goals and objectives of the Associations, support programs to expand the skills of Commissioners to effectively discharge their responsibilities and work with staff, leadership and membership at all levels of the Association in fulfillment of these purposes.

### **SECTION 4. - EDITOR FOR CHAPTER WEBSITE**

The Chapter shall maintain a Website and Domain owned by the Chapter. The Website will be the responsibility of the contracted Service Officer. The Service Officer shall be responsible for hosting and updating the Website as necessary, under the direction of the Executive Board. All advertisement, notices, committee meeting minutes, conference and training Information shall be posted to the website.

### **SECTION 5. - OTHER COMMITTEES/TASK FORCES**

The President may create other committees, task forces or similar groups as deemed appropriate to the purposes and activities of the Chapter, and shall appoint the Chair and members with approval by the Executive Board. The Executive Board may direct the President to form other committees, taskforces or similar groups as deemed necessary to form other committees, taskforces or similar groups as deemed necessary.

**SECTION 6. - SELECTION FOR COMMITTEE MEMBERSHIP**

The selection process for committee membership shall seek broad representation of all special interests of the membership, including but not limited to commissioners, minorities and women. The selection process should also be based on demographics, diversity, and different sizes of PHA's or agencies represented.

**SECTION 7. - APPOINTMENTS TO REGIONAL BOARDS AND COMMITTEES**

Five (5) members who shall include the immediate past President, the President, and Senior Vice President, and two (2) members appointed by the Executive Board shall represent TX-NAHRO as members of the Executive Committee of SWRC-NAHRO.

Four (4) members shall represent TX-NAHRO as members of each SWRC-NAHRO Standing Committee, and shall include the elected Vice President and vice chair of each TX-NAHRO standing committee and two members selected by the TX-NAHRO President.

**SECTION 8. - QUORUM**

At any meeting of a standing or appointed committee, a simple majority of the committee shall be present in person or via phone to establish a quorum. At any telephone conference of a standing appointed committee, a simple majority of the committee shall participate to establish a quorum.

**ARTICLE IX**

**AMENDMENTS**

**SECTION 1. - BY-LAWS AMENDMENTS**

The By-laws may be amended at a regular or special meeting of the membership, provided a quorum is present and voting and two-thirds (2/3) of those vote affirmatively for the amendment. Each member shall be sent a copy of the proposed amendments with the notice of the meeting at which the amendments are to be voted. The Secretary shall send the meeting notice to each member no less than thirty (30) days prior to the meeting date.

## **ARTICLE X**

### **EFFECTIVE DATE, APPROVAL AND REVOCATION**

#### **SECTION 1. - EFFECTIVE DATE OF AMENDED BY-LAWS**

These By-Laws and amendments thereto shall become effective upon approval by the general membership and approved by the SWRC-NAHRO Executive Board and NAHRO Board of Governors.