

3/17/2021

National Council of Firefighters Credit Unions Inc. (NCOFCU) By-Law Revision Log

1. Article V (1): 10/10/2014 *Officers Terms*: "Officers shall be elected annually by a majority of the board"
2. Article VIII 05/13/2015 Original corporate by-laws repealed and replaced by 501 c 3 compliant by-laws
3. By-Laws as adopted 05/13/2015 amended by the following resolutions
 - a. A 3.03 Dues Resolution
 - b. A 4.01 Number of Directors
 - c. A 4.03 Terms of Directors
 - d. A 5.01 Committees
 - e. A 6.08 Non-Director Officers
4. By-Laws as adopted 5/11/2016 amended by the following resolution
 - a. Article 1.01 Name Change
5. By-Laws as adopted 4/24/2020 amended by the following resolution.
 - a. 7.04 PAYCHECK PROTECTION PROGRAM RESOLUTION
6. By-Laws as adopted 5/18/2020 amended by the following resolution.
 - a. Article 7.05 "SBA ECONOMIC INJURY DISASTER LOAN



National Council of Firefighter Credit Unions Inc

A Florida Non-profit Public Benefit Corporation

BYLAWS

ARTICLE I

NAME

1.01 Name

The name of this corporation shall be the National Council of Firefighter Credit Unions, Inc. (NCOFCU). The business of the corporation may be conducted as National Council of Firefighter Credit Unions, Inc., NCOFCU, National Council of Firefighter Credit Unions, Inc. NCOFCU, Firefighter Council of Credit Unions, Inc., FCOCU, or Firefighter Council of Credit Unions, Inc. FCOCU

ARTICLE II

PURPOSES AND POWERS

2.01 Purpose

National Council of Firefighter Credit Unions, Inc. is a non-profit corporation and shall be operated exclusively for educational and charitable purposes within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

The purpose for which this corporation was organized is for charitable and educational purposes which, promotes education, collaboration and the personal and professional growth of the staff and volunteers serving on their credit unions boards and committees.

2.02 Powers

The corporation shall have the power, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which the corporation is organized, and to aid or assist other organizations or persons whose activities further accomplish, foster, or attain such purposes. The powers of the corporation may include, but not be limited to, the acceptance of contributions from the public and private sectors, whether financial or in-kind contributions.

2.03 Nonprofit Status and Exempt Activities Limitation.

(a) Nonprofit Legal Status. National Council of Firefighter Credit Unions, Inc. is a Florida non-profit public benefit corporation, recognized as tax exempt under Section 501(c)(3) of the United States Internal Revenue Code.

(b) Exempt Activities Limitation. Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of this corporation shall take any action or carry on any activity by or on behalf of the corporation not permitted to be taken or carried on by an organization exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any organization contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended. No part of the net earnings of the corporation shall inure to the benefit or be distributable to any director, officer, member, or other private person, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation and these Bylaws.

(c) Distribution Upon Dissolution. Upon termination or dissolution of the National Council of Firefighter Credit Unions, Inc., any assets lawfully available for distribution shall be distributed to one (1) or more qualifying organizations described in Section 501(c)(3) of the 1986 Internal Revenue Code (or described in any corresponding provision of any successor statute) which organization or organizations have a charitable purpose which, at least generally, includes a purpose similar to the terminating or dissolving corporation.

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

In the event that the court shall find that this section is applicable but that there is no qualifying organization known to it which has a charitable purpose, which, at least generally, includes a purpose similar to the National Council of Firefighter Credit Unions, Inc., then the court shall

direct the distribution of its assets lawfully available for distribution to the Treasurer of the State of Florida to be added to the general fund.

ARTICLE III **MEMBERSHIP**

3.01 Member Affiliates

Application for voting membership shall be open to any credit union serving Firefighter and their families, or individuals that support the Firefighter Council mission and purpose. Membership is broadly defined to promote greater participation and inclusiveness and may be modified by a resolution of the board. Membership is granted after completion and receipt of a membership application and annual dues.

3.02 Non-Voting Affiliates

The board of directors may approve classes of non-voting affiliates with rights, privileges, and obligations established by the board. Affiliates may be individuals, businesses, and other organizations that seek to support the mission of the corporation. The board, a designated committee of the board, or any officer in accordance with board policy, shall have authority to admit any individual or organization as an affiliate, to recognize representatives of affiliates, and to make determinations as to affiliates' rights, privileges, and obligations. At no time shall affiliate information be shared with or sold to other organizations or groups without the affiliate's consent. At the discretion of the board of directors, affiliates may be given endorsement, recognition and media coverage at fundraising activities, clinics, other events or at the corporation website. Affiliates have no voting rights, and are not members of the corporation.

3.03 Dues

Any dues for affiliates shall be determined by the board of directors by Resolution.

ARTICLE IV **BOARD OF DIRECTORS**

4.01 Number of Directors

National Council of Firefighter Credit Unions, Inc. shall have a board of directors consisting of at least five (5) and no more than nine (9) directors. Within these limits, the board may increase or decrease the number of directors serving on the board, including for the purpose of staggering the terms of directors.

4.02 Powers

All corporate powers shall be exercised by or under the authority of the board and the affairs of the National Council of Firefighter Credit Unions, Inc. Shall be managed under the direction of the board, except as otherwise provided by law.

4.03 Terms

- (a) All directors shall be elected to serve staggered terms, however the term may be extended until a successor has been elected.
- (b) Director terms shall be staggered so that approximately one third (1/3) the number of directors will end their terms in any given year.
- (c) Directors may serve terms in succession.
- (d) The term of office shall be considered to begin when election results are announced at the annual meeting and end at the annual meeting of their staggered term in office, unless the term is extended until such time as a successor has been elected.

4.04 Qualifications and Election of Directors

In order to be eligible to serve as a director on the board of directors, the individual must be eighteen (18) years of age and an affiliate within a member affiliate created by the board of directors. Member affiliates may only be represented by one (1) board member. Directors may be elected at any board meeting by the majority vote of the existing board of directors. The election of directors to replace those who have fulfilled their term of office shall take place at the annual meeting of each year.

4.05 Vacancies

The board of directors may fill vacancies due to the expiration of a director's term of office, resignation, death, or removal of a director or may appoint new directors to fill a previously unfilled board position, subject to the maximum number of directors under these Bylaws.

- (a) Unexpected Vacancies. Vacancies in the board of directors due to resignation, death, or removal shall be filled by the board for the balance of the term of the director being replaced.

4.06 Removal of Directors

A director may be removed by two-thirds ($\frac{2}{3}$) vote of the board of directors then in office, if:

- (a) the director is absent and unexcused from two (2) or more meetings of the board of directors in a twelve (12) month period. The board president is empowered to excuse directors from attendance for a reason deemed adequate by the board president. The president shall not have the power to excuse him/herself from the board meeting attendance and in that case, the board vice president shall excuse the president. Or:
- (b) for cause or no cause, if before any meeting of the board at which a vote on removal will be made the director in question is given electronic or written notification of the board's intention to discuss her/his case and is given the opportunity to be heard at a meeting of the board.

4.07 Board of Directors Meetings.

(a) Regular Meetings. The board of directors shall have a minimum of four (4) regular meetings each calendar year at times and places fixed by the board. Board meetings shall be held upon four (4) days' notice by first-class mail, electronic mail, or facsimile transmission or forty-eight (48) hours' notice delivered personally or by telephone. If sent by mail, facsimile transmission, or electronic mail, the notice shall be deemed to be delivered upon its deposit in the mail or transmission system. Notice of meetings shall specify the place, day, and hour of meeting. The purpose of the meeting need not be specified.

(b) Special Meetings. Special meetings of the board may be called by the president, vice president, secretary, treasurer, or any two (2) other directors of the board of directors. A special meeting must be preceded by at least two (2) days' notice to each director of the date, time, and place, but not the purpose, of the meeting.

(c) Waiver of Notice. Any director may waive notice of any meeting, in accordance with Florida law.

4.08 Manner of Acting.

(a) Quorum. A majority of the directors in office immediately before a meeting shall constitute a quorum for the transaction of business at that meeting of the board. No business shall be considered by the board at any meeting at which a quorum is not present.

(b) Majority Vote. Except as otherwise required by law or by the articles of incorporation, the act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board.

(C) Hung Board Decisions. On the occasion that directors of the board are unable to make a decision based on a tied number of votes, the president or treasurer in the order of presence shall have the power to swing the vote based on his/her discretion.

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

4.09 Compensation for Board Service

Directors shall receive no compensation for carrying out their duties as directors. The board may adopt policies providing for reasonable reimbursement of directors for expenses incurred in conjunction with carrying out board responsibilities, such as travel expenses to attend board meetings.

4.10 Compensation for Professional Services by Directors

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

ARTICLE V **COMMITTEES**

5.01 Committees

The board of directors may, by the resolution adopted by a majority of the directors then in office, designate one or more committees, each consisting of three (3) or more members, to serve at the pleasure of the board. Any committee, to the extent provided in the resolution of the board, shall have all the authority of the board, except that no committee, regardless of board resolution, may:

- (a) take any final action on matters which also requires board members' approval or approval of a majority of all members;
- (b) fill vacancies on the board of directors of in any committee which has the authority of the board;
- (c) amend or repeal Bylaws or adopt new Bylaws;
- (d) amend or repeal any resolution of the board of directors which by its express terms is not so amendable or repealable;
- (e) appoint any other committees of the board of directors or the members of these committees;
- (f) expend corporate funds to support a nominee for director; or
- (g) approve any transaction;
 - (i) to which the corporation is a party and one or more directors have a material financial interest; or
 - (ii) between the corporation and one or more of its directors or between the corporation or any person in which one or more of its directors have a material financial interest.

5.2 Meetings and Action of Committees

Meetings and action of the committees shall be governed by and held and taken in accordance with, the provisions of Article IV of these Bylaws concerning meetings of the directors, with such changes in the context of those Bylaws as are necessary to substitute the committee and its members for the board of directors and its members, except that the time for regular meetings of

committees may be determined either by resolution of the board of directors or by resolution of the committee. Special meetings of the committee may also be called by resolution of the board of directors. Notice of special meetings of committees shall also be given to any and all alternate members, who shall have the right to attend all meetings of the committee. Minutes shall be kept of each meeting of any committee and shall be filed with the corporate records. The board of directors may adopt rules for the governing of the committee not inconsistent with the provision of these Bylaws.

5.3 Informal Action By The Board of Directors

Any action required or permitted to be taken by the board of directors at a meeting may be taken without a meeting if consent in writing, setting forth the action so taken, shall be agreed by the consensus of a quorum. For purposes of this section an e-mail transmission from an e-mail address on record constitutes a valid writing. The intent of this provision is to allow the board of directors to use email to approve actions, as long as a quorum of board members gives consent.

ARTICLE VI **OFFICERS**

6.01 Board Officers

The officers of the corporation shall be a board president, vice-president, secretary, and treasurer, all of whom shall be chosen by, and serve at the pleasure of, the board of directors. Each board officer shall have the authority and shall perform the duties set forth in these Bylaws or by resolution of the board or by direction of an officer authorized by the board to prescribe the duties and authority of other officers. The board may also appoint additional vice-presidents and such other officers as it deems expedient for the proper conduct of the business of the corporation, each of whom shall have such authority and shall perform such duties as the board of directors may determine. One person may hold two or more board offices, but no board officer may act in more than one capacity where action of two or more officers is required.

6.02 Term of Office

Each officer shall serve a one-year (1) term of office. Each board officer's term of office shall begin upon the adjournment of the board meeting at which elected and shall end upon the adjournment of the board meeting during which a successor is elected.

6.03 Removal and Resignation

The board of directors may remove an officer at any time, with or without cause. Any officer may resign at any time by giving written notice to the corporation without prejudice to the rights, if any, of the corporation under any contract to which the officer is a party. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified in the notice, unless otherwise specified in the notice. The acceptance of the resignation shall not be necessary to make it effective.

6.04 Board President

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

6.05 Vice President

In the absence or disability of the board president, the ranking vice-president or vice-president designated by the board of directors shall perform the duties of the board president. When so acting, the vice-president shall have all the powers of and be subject to all the restrictions upon the board president. The vice-president shall have such other powers and perform such other duties prescribed for them by the board of directors or the board president. The vice-president shall normally accede to the office of board president upon the completion of the board president's term of office.

6.06 Secretary

The secretary shall keep or cause to be kept a book of minutes of all meetings and actions of directors and committees of directors. The minutes of each meeting shall state the time and place that it was held and such other information as shall be necessary to determine the actions taken and whether the meeting was held in accordance with the law and these Bylaws. The secretary shall cause notice to be given of all meetings of directors and committees as required by the Bylaws. The secretary shall have such other powers and perform such other duties as may be prescribed by the board of directors or the board president. The secretary may appoint, with approval of the board, a director or member of the staff to assist in performance of all or part of the duties of the secretary.

6.07 Treasurer

The treasurer shall be the lead director for oversight of the financial condition and affairs of the corporation. The treasurer shall oversee and keep the board informed of the financial condition of the corporation and of audit or financial review results. In conjunction with other directors or officers, the treasurer shall oversee budget preparation and shall ensure that appropriate financial reports, including an account of major transactions and the financial condition of the corporation, are made available to the board of directors on a timely basis or as may be required by the board of directors. The treasurer shall perform all duties properly required by the board of directors or the board president. The treasurer may appoint, with approval of the board a qualified fiscal agent or member of the staff to assist in performance of all or part of the duties of the treasurer.

6.08 Non-Director Officers

The board of directors may designate additional officer positions of the corporation and may appoint and assign duties to other non-director officers of the corporation.

ARTICLE VII
CONTRACTS, CHECKS, LOANS,
INDEMNIFICATION AND RELATED MATTERS

7.01 Contracts and other Writings

Except as otherwise provided by resolution of the board or board policy, all contracts, deeds, leases, mortgages, grants, and other agreements of the corporation shall be executed on its behalf by the treasurer or other persons to whom the corporation has delegated authority to execute such documents in accordance with policies approved by the board.

7.02 Checks, Drafts

All checks, drafts, or other orders for payment of money, notes, or other evidence of indebtedness issued in the name of the corporation, shall be 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.

7.03 Deposits

All funds of the corporation not otherwise employed shall be deposited from time to time to the credit of the corporation in such credit unions, banks, trust companies, or other depository as the board or a designated committee of the board may select.

7.04 Loans

No loans shall be contracted on behalf of the corporation and no evidence of indebtedness shall be issued in its name unless authorized by resolution of the board. Such authority may be general or confined to specific instances.

7.05 Indemnification

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

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

(c) Advance for Expenses. Expenses incurred in defending a civil or criminal action, suit or proceeding may be paid by the corporation in advance of the final disposition of such action, suit or proceeding, as authorized by the board of directors in the specific case, upon receipt of (I) a

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

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

ARTICLE VIII **MISCELLANEOUS**

8.01 Books and Records

The corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of all meetings of its board of directors, a record of all actions taken by board of directors without a meeting, and a record of all actions taken by committees of the board. In addition, the corporation shall keep a copy of the corporation's Articles of Incorporation and Bylaws as amended to date.

8.02 Fiscal Year

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

8.03 Conflict of Interest

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

8.04 Nondiscrimination Policy

The officers, directors, committee members, employees, and persons served by this corporation shall be selected entirely on a nondiscriminatory basis with respect to age, sex, race, religion, national origin, and sexual orientation. It is the policy of National Council of Firefighter Credit Unions, Inc. not to discriminate on the basis of race, creed, ancestry, marital status, gender, sexual orientation, age, physical disability, veteran's status, political service or affiliation, color, religion, or national origin.

8.05 Bylaw Amendment

These Bylaws may be amended, altered, repealed, or restated by a vote of the majority of the

board of directors then in office at a meeting of the Board, provided, however,

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

(b) that an amendment does not affect the voting rights of directors. An amendment that does affect the voting rights of directors further requires ratification by a two-thirds ($\frac{2}{3}$) vote of a quorum of directors at a Board meeting.

(c) that all amendments be consistent with the Articles of Incorporation.

ARTICLE IX

COUNTERTERRORISM AND DUE DILIGENCE POLICY

In furtherance of its exemption by contributions to other organizations, domestic or foreign, National Council of Firefighter Credit Unions, Inc. shall stipulate how the funds will be used and shall require the recipient to provide the corporation with detailed records and financial proof of how the funds were utilized.

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

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

ARTICLE X

DOCUMENT RETENTION POLICY

10.01 Purpose

The purpose of this document retention policy is establishing standards for document integrity, retention, and destruction and to promote the proper treatment of National Council of Firefighter Credit Unions, Inc. records.

10.02 Policy

Section 1. General Guidelines. Records should not be kept if they are no longer needed for the operation of the business or required by law. Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense which can grow unreasonably if good housekeeping is not performed. A mass of records also makes it more difficult to find pertinent records.

From time to time, National Council of Firefighter Credit Unions, Inc. may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management. Several categories of documents that warrant special consideration are identified below. While minimum retention periods are established, the retention of the documents identified below and of documents not included in the identified categories should be determined primarily by the application of the general guidelines affecting document retention, as well as the exception for litigation relevant documents and any other pertinent factors.

Section 2. Exception for Litigation Relevant Documents. National Council of Firefighter Credit Unions, Inc. expects all officers, directors, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, directors, and employees should note the following general exception to any stated destruction schedule: If you believe, or the National Council of Firefighter Credit Unions, Inc. informs you, that corporate records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then you must preserve those records until it is determined that the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records.

Section 3. Minimum Retention Periods for Specific Categories

(a) Corporate Documents. Corporate records include the corporation's Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Exemption. Corporate records should be retained permanently. IRS regulations require that the Form 1023 be available for public inspection upon request.

(b) Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents concerning the corporation's revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.

(c) Employment Records/Personnel Records. State and federal statutes require the corporation to keep certain recruitment, employment and personnel information. The corporation should also keep personnel files that reflect performance reviews and any complaints brought against the corporation or individual employees under applicable state and federal statutes. The corporation should also keep in the employee's personnel file all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel. Employment applications should be retained for three years. Retirement and pension records should be kept permanently. Other employment and personnel records should be retained for seven years.

(d) Board and Board Committee Materials. Meeting minutes should be retained in perpetuity in

the corporation's minute book. A clean copy of all other Board and Board Committee materials should be kept for no less than three years by the corporation.

(e) Press Releases/Public Filings. The corporation should retain permanent copies of all press releases and publicly filed documents under the theory that the corporation should have its own copy to test the accuracy of any document a member of the public can theoretically produce against the corporation.

(f) Legal Files. Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.

(g) Marketing and Sales Documents. The corporation should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other legal documentation. These documents should be kept for at least three years beyond the life of the agreement.

(h) Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to the corporation and are protected as a trade secret where the corporation:

(i) derives independent economic value from the secrecy of the information; and

(ii) has taken affirmative steps to keep the information confidential.

The corporation should keep all documents designated as containing trade secret information for at least the life of the trade secret.

(i) Contracts. Final, execution copies of all contracts entered into by the corporation should be retained. The corporation should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.

(j) Correspondence. Unless correspondence falls under another category listed elsewhere in this policy, correspondence should generally be saved for two years.

(k) Banking and Accounting. Accounts payable ledgers and schedules should be kept for seven years. Bank reconciliations, bank statements, deposit slips and checks (unless for important payments and purchases) should be kept for three years. Any inventories of products, materials, and supplies and any invoices should be kept for seven years.

(l) Insurance. Expired insurance policies, insurance records, accident reports, claims, etc. should be kept permanently.

(m) Audit Records. External audit reports should be kept permanently. Internal audit reports should be kept for three years.

Section 4. Electronic Mail. E-mail that needs to be saved should be either:

- (i) printed in hard copy and kept in the appropriate file; or
- (ii) downloaded to a computer file and kept electronically or on disk as a separate file. The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy.

ARTICLE XI
Transparency and Accountability
Disclosure of Financial Information With The General Public

11.01 Purpose

By making full and accurate information about its mission, activities, finances, and governance publicly available, National Council of Firefighter Credit Unions, Inc. practices and encourages transparency and accountability to the general public. This policy will:

- (a) indicate which documents and materials produced by the corporation are presumptively open to staff and/or the public
- (b) indicate which documents and materials produced by the corporation are presumptively closed to staff and/or the public
- (c) specify the procedures whereby the open/closed status of documents and materials can be altered.

The details of this policy are as follow:

11.02 Financial and IRS documents (The form 1023 and the form 990)

National Council of Firefighter Credit Unions, Inc. shall provide its Internal Revenue forms 990, 990-T, 1023 and 5227, bylaws, conflict of interest policy, and financial statements to the general public for inspection free of charge.

11.03 Means and Conditions of Disclosure

National Council of Firefighter Credit Unions, Inc. shall make “Widely Available” the aforementioned documents on its internet website: www.ncofcu.org to be viewed and inspected by the general public.

- (a) The documents shall be posted in a format that allows an individual using the Internet to access, download, view and print them in a manner that exactly reproduces the image of the original document filed with the IRS (except information exempt from public disclosure requirements, such as contributor lists).
- (b) The website shall clearly inform readers that the document is available and provide instructions for downloading it.

- (c) National Council of Firefighter Credit Unions, Inc. shall not charge a fee for downloading the information. Documents shall not be posted in a format that would require special computer hardware or software (other than software readily available to the public free of charge).
- (d) National Council of Firefighter Credit Unions, Inc. shall inform anyone requesting the information where this information can be found, including the web address. This information must be provided immediately for in-person requests and within 7 days for mailed requests.

11.04 IRS Annual Information Returns (Form 990)

National Council of Firefighter Credit Unions, Inc. shall submit the Form 990 to its board of directors prior to the filing of the Form 990. While neither the approval of the Form 990 or a review of the 990 is required under Federal law, the corporation's Form 990 shall be submitted to each member of the board of director's via (hard copy or email) at least 10 days before the Form 990 is filed with the IRS.

11.05 Board

- (a) All board deliberations shall be open to the public except where the board passes a motion to make any specific portion confidential.
- (b) All board minutes shall be open to the public once accepted by the board, except where the board passes a motion to make any specific portion confidential.
- (c) All papers and materials considered by the board shall be open to the public following the meeting at which they are considered, except where the board passes a motion to make any specific paper or material confidential.

11.06 Staff Records

- (a) All staff records shall be available for consultation by the staff member concerned or by their legal representatives.
- (b) No staff records shall be made available to any person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, staff records shall be made available only to those persons with managerial or personnel responsibilities for that staff member, except that
- (d) Staff records shall be made available to the board when requested.

11.07 Donor Records

- (a) All donor records shall be available for consultation by the members and donors concerned or by their legal representatives.

- (b) No donor records shall be made available to any other person outside the corporation except the authorized governmental agencies.
- (c) Within the corporation, donor records shall be made available only to those persons with managerial or personnel responsibilities for dealing with those donors, except that ;
- (d) donor records shall be made available to the board when requested.

ARTICLE XII

CODES OF ETHICS AND WHISTLEBLOWER POLICY

12.01 Purpose

National Council of Firefighter Credit Unions, Inc. requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The employees and representatives of the corporation must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of National Council of Firefighter Credit Unions, Inc. to adhere to all laws and regulations that apply to the corporation and the underlying purpose of this policy is to support the corporation's goal of legal compliance. The support of all corporate staff is necessary to achieving compliance with various laws and regulations.

12.02 Reporting Violations

If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of National Council of Firefighter Credit Unions, Inc. is in violation of law, a written complaint must be filed by that person with the vice president or the board president.

12.03 Acting in Good Faith

Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be viewed as a serious disciplinary offense.

12.04 Retaliation

Said person is protected from retaliation only if she/he brings the alleged unlawful activity, policy, or practice to the attention of National Council of Firefighter Credit Unions, Inc. and provides the National Council of Firefighter Credit Unions, Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

National Council of Firefighter Credit Unions, Inc. shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practice of National Council of Firefighter Credit Unions, Inc. or of another individual or entity with whom National Council of Firefighter Credit Unions, Inc. has a business

relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

National Council of Firefighter Credit Unions, Inc. shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of National Council of Firefighter Credit Unions, Inc. that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

12.05 Confidentiality

Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

12.06 Handling of Reported Violations

The board president or vice president shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. All reports shall be promptly investigated by the board and its appointed committee and appropriate corrective action shall be taken if warranted by the investigation.

This policy shall be made available to all directors, officers, staffs or employees and they shall have the opportunity to ask questions about the policy.

ARTICLE XIII **AMENDMENT OF ARTICLES OF INCORPORATION**

13.01 Amendment

Any amendment to the Articles of Incorporation may be adopted by a vote of the majority of the board of directors then in office at a meeting of the Board of Directors.

CERTIFICATE OF ADOPTION OF BYLAWS

I do hereby certify that the above stated Bylaws of National Council of Firefighter Credit Unions, Inc. were approved by the National Council of Firefighter Credit Unions, Inc. board of directors on 5, 13, 2015 and constitute a complete copy of the Bylaws of the corporation.

David Lantrip

David Lantrip, Secretary

Date: 5/13/2015

A 6.02 Officers Terms

The National Council of Firefighter Credit Unions, Inc.

Article: VI (6.02) Officers Terms

WHEREAS, on 10/8/2014 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at by phone; and

WHEREAS, Section XIII Article 13.01, of NCOFCU's By-Laws empowers the Board of Directors to Amend By-Laws; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote, hereby establishes the following "Officers shall be elected annually by a majority of the board"

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 8 day of October, 2014.

By: David Lantrip
David Lantrip, Secretary

By-Law Resolution
Article VIII
By-Law Amendments

The National Council of Firefighter Credit Unions, Inc.

Article VIII By-Law Amendments

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, Section VIII , of NCOFCU's By-Laws that were fully adopted by the membership at a duly held Membership meeting on 10/9/2011, empowers the Board of Directors that they can adopt, amend or be repealed by the Board of Directors; and

WHEREAS the present By-Laws are not compliant with IRS 501 (c) 3 requirements and would take considerable modifications and revisions and;

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby repeals the current By-Laws and;

BE IT FURTHER RESOLVED THAT the Board adopts new IRS 501 (c) 3 compliant By-Laws and;

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: David Lantrip
David Lantrip, Secretary

By-Law Resolution

Article 3

3.03 Dues

The National Council of Firefighter Credit Unions, Inc.

Article 3.03 Dues Resolution

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, **Section 3 Article 3.03, of NCOFCU's By-Laws** empowers the Board of Directors to set the dues structure; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby establishes the following Dues Structure:

Member Affiliates

- Credit Union Gold Affiliate Membership - \$1,000.00 (USD) Subscription period: 1 year, on: January 1st No recurring payments - Full membership access, discounts and services.
- Credit Union Silver Affiliate Membership - \$500.00 (USD) Subscription period: 1 year, on: January 1st No recurring payments - Full membership access, discounts and services.
- Credit Union Standard Affiliate CU Membership - \$250.00 (USD) - Subscription period: 1 year, on: January 1st No recurring payments - Full membership access, discounts and services.

Non-Member Affiliates

- Credit Union Affiliate Membership – Free - Subscription period: Unlimited - *Limited membership access, discounts and services.*
- Vendor – Free - Subscription period: Unlimited - *Limited membership access, discounts and services.*

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: David Lantrip
David Lantrip, Secretary

By-Law Resolution

Article 4

4.01 Number of Directors

The National Council of Firefighter Credit Unions, Inc.

Article 4.01 Number of Directors

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, Section 4 Article 4.01, of NCOFCU's By-Laws empowers the Board of Directors to set the number of directors; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby establishes;

- *that the board shall consist of nine (9) members and;*

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: *David Lantrip*
David Lantrip, Secretary

By-Law Resolution

Article 4

4.03 Terms of Directors

The National Council of Firefighter Credit Unions, Inc.

Article 4.03 Terms of Directors

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, Section 4 Article 4.03, of NCOFCU's By-Laws empowers the Board of Directors to set the terms of directors; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby establishes;

- *that the board shall serve staggered terms of three (3) years consistent of nine (9) board members and;*

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: *David Lantrip*
David Lantrip, Secretary

By-Law Resolution

Article 5

5.01 Committees

The National Council of Firefighter Credit Unions, Inc.

Article 5.01 Committees

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, Section 5 Article 5.01, of NCOFCU's By-Laws empowers the Board of Directors to establish committees; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby establishes policies and procedures for;

- *Executive Committee*
- *By-Law Committee*
- *Finance & Budget Committee*
- *Membership Development Committee*
- *Annual Conference Committee*
- *Sponsorship Committee*

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: *David Lantrip*
David Lantrip, Secretary

By-Law Resolution

Article 6

6.08 Non-Director Officers

The National Council of Firefighter Credit Unions, Inc.

Article 6.08 Non-Director Officers

WHEREAS, on Wednesday, May 13, 2015 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 3:00pm; and

WHEREAS, Section 6 Article 6.08, of NCOFCU's By-Laws empowers the Board of Directors to designate additional officers positions; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote of those in attendance, hereby establishes an employee position of;

- *Executive Director/CEO and;*

BE IT FURTHER RESOLVED THAT the Executive Director/CEO duties shall specifically include, but not be limited to, administrative responsibility for all operational areas, implementation of all Board directives and business objectives, compliance with the Corporation's charter, bylaws, policies and procedures, and adherence to all applicable federal, state and local laws and regulations.

BE IT FURTHER RESOLVED THAT the Executive shall report to, and perform such duties as are assigned by, Employer's Board of Directors ("the Board"), acting through its Chairperson or delegated representative and;

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 13th day of May, 2015.

By: *David Lantrip*
David Lantrip, Secretary

By-Laws Resolution

Article 1

The National Council of Firefighter Credit Unions, Inc.

Article 1.01 Name

WHEREAS, on 5/11/2016 at the regular monthly Board Meeting of The National Council of Firefighter Credit Unions, Inc. (NCOFCU) Board of Directors , held at 9:00a.m.; and

WHEREAS, **Article 1, Section 1.01 of NCOFCU's By-Laws** empowers the Board of Directors to set the name of the corporation; and

NOW THEREFORE BE IT RESOLVED THAT the Board, by a majority vote, hereby establishes the following:

- The name of this corporation shall be the **National Council of Firefighter Credit Unions, Inc.** (NCOFCU). The business of the corporation may also be conducted as National Coalition of Firefighters Credit Unions, Inc., NCOFCU, National Council of Firefighters Credit Unions, Inc., Firefighters Coalition of Credit Unions, Inc, FCOCU, or Firefighters Council of Credit Unions, Inc.

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.

Executed this 11 day of May / 2016.

By: *David Lantrip*
David Lantrip, Secretary



By-Law Resolution Article 7.04 "PAYCHECK PROTECTION PROGRAM RESOLUTION"

By-Law Resolution Article 7.04 "PAYCHECK PROTECTION PROGRAM RESOLUTION"

The National Council of Firefighter Credit Unions, Inc.

ARTICLE VII CONTRACTS, CHECKS, LOANS, INDEMNIFICATION AND RELATED MATTERS

7.04 PAYCHECK PROTECTION PROGRAM RESOLUTION

1. The following is a true and correct copy of the resolutions adopted at a duly called meeting of the Board of Directors of the National Council of Firefighter Credit Unions Inc (the "Corporation") held on 4-24-2020, at which meeting a quorum of the Board of Directors was present and voting throughout/by unanimous written consent of all members of the Board of Directors of this Corporation pursuant to the non-profit corporation laws of the State of Florida):

WHEREAS the mission of the Corporation is for charitable and educational purposes which, promotes education, collaboration and the personal and professional growth of the staff and volunteers serving on their credit unions boards and committees.;

WHEREAS the economic crisis and uncertainty of COVID-19 pandemic has impacted the operations of the Corporation in the loss of conference revenue thereby making it prudent to seek financial relief.

WHEREAS as a result of the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act") passed on March 27, 2020, the United States Small Business Administration ("SBA") received funding and authority through the CARES Act to modify existing loan programs and establish a new loan program to assist small businesses nationwide adversely impacted by the COVID-19 pandemic emergency to administer guarantee 100 percent of SBA Section 7(a) Loan Program loans under a new program titled the "Paycheck Protection Program" ("PPP"), which incentivizes small businesses and nonprofit organizations to retain employees and will forgive up to the full principal balance of such loans if all employees are kept on payroll for eight (8) weeks provided that loan proceeds are used exclusively for payroll expenses, mortgage interest, rent and utilities;

WHEREAS the maximum amount of the Paycheck Protection Program is 2.5 times the average monthly payroll or \$10,000,000, whichever is less; and

WHEREAS 1) the terms of the PPP require certification of the employment status of individual employees and other data prior to the debt being forgiven and 2) expenses found to be ineligible will be repayable over a period of two years.



By-Law Resolution Article 7.04 "PAYCHECK PROTECTION PROGRAM RESOLUTION"

NOW, THEREFORE, BE IT RESOLVED, that this Corporation is authorized to apply with one or more financial institutions to borrow the maximum qualifying amount under the PPP (the "Loan"), provided such amount shall not to exceed \$50,000.00; and

BE IT FURTHER RESOLVED, that the President or such other officers of this Corporation, as may be required, or the Executive Director/CEO, acting singly or together, be and hereby is and are authorized and directed to negotiate the specific terms and conditions of the Loan and the interest and charges in connection therewith and to execute and deliver on behalf of this Corporation all such documents as may be necessary or required by Lender to evidence the Loan;

BE IT FURTHER RESOLVED, that all actions previously taken by the President or any other officer of this Corporation or the Executive Director with respect to the Loan are hereby ratified and confirmed.

2. The foregoing resolutions were enacted in accordance with the Articles of Incorporation and Bylaws of this Corporation and the laws of the State of Florida; the Board of Directors of this Corporation has full power and authority to bind this Corporation pursuant to the foregoing resolutions; and the foregoing resolutions are in full force and effect and have not been altered, modified or rescinded.

IN WITNESS WHEREOF, I have affixed my name as Secretary of this Corporation, and have affixed the corporate seal of this Corporation,

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution. Executed this 24 day of April, 2020.

Name:
Secretary
BRIAN J. KUZEL





By-Law Resolution Article 7.05 “SBA Economic Injury Disaster Loan”

By-Law Resolution Article 7.05 “SBA ECONOMIC INJURY DISASTER LOAN”

The National Council of Firefighter Credit Unions, Inc.

ARTICLE VII CONTRACTS, CHECKS, LOANS, INDEMNIFICATION AND RELATED MATTERS

7.05 SBA ECONOMIC INJURY DISASTER LOAN

1. The following is a true and correct copy of the resolutions adopted at a duly called meeting of the Board of Directors of the National Council of Firefighter Credit Unions Inc (the “Corporation”) held on 5/18/2020, at which meeting a quorum of the Board of Directors was present and voting throughout/by unanimous written consent of all members of the Board of Directors of this Corporation pursuant to the non-profit corporation laws of the State of Florida]:

WHEREAS the mission of the Corporation is for charitable and educational purposes which, promotes education, collaboration and the personal and professional growth of the staff and volunteers serving on their credit unions boards and committees.;

WHEREAS the economic crisis and uncertainty of COVID-19 pandemic has impacted the operations of the Corporation in the loss of conference revenue thereby making it prudent to seek financial relief.

WHEREAS as a result of the Coronavirus Aid, Relief, and Economic Security Act (“CARES Act”) passed on March 27, 2020 , the United States Small Business Administration (“SBA”) received funding and authority through the CARES Act to modify existing loan programs and establish a new loan program to assist small businesses nationwide adversely impacted by the COVID-19 pandemic emergency Loan Program loans under a new program titled the “ECONOMIC INJURY DISASTER LOAN” (“EIDL”).

NOW, THEREFORE, BE IT RESOLVED, that this Corporation is authorized to apply to the Small Business Administration (SBA) to borrow the qualifying amount under the (the “Loan”), provided such amount shall not to exceed \$100,000.00; and

BE IT FURTHER RESOLVED, that the President or such other officers of this Corporation, as may be required, or the Executive Director/CEO, acting singly or together, be and hereby is and are authorized and directed to negotiate the specific terms and conditions of the Loan and the interest and charges in connection therewith and to execute and deliver on behalf of this Corporation all such documents as may be necessary or required by Lender to evidence the Loan;



By-Law Resolution Article 7.05 “SBA Economic Injury Disaster Loan”

BE IT FURTHER RESOLVED, that all actions previously taken by the President or any other officer of this Corporation or the Executive Director with respect to the Loan are hereby ratified and confirmed.

2. The foregoing resolutions were enacted in accordance with the Articles of Incorporation and Bylaws of this Corporation and the laws of the State of Florida; the Board of Directors of this Corporation has full power and authority to bind this Corporation pursuant to the foregoing resolutions; and the foregoing resolutions are in full force and effect and have not been altered, modified or rescinded.

IN WITNESS WHEREOF, I have affixed my name as an officer of this Corporation, and have affixed the corporate seal of this Corporation,

BE IT FURTHER RESOLVED THAT the board shall retain the right to amend or repeal this resolution.
Executed this 18 day of May 2020.

Signature: _____

Print Name: _____

Position: _____