JOHNSON COUNTY BAR ASSOCIATION BY-LAWS

(Revised October 25, 2022)

Preamble

These Bylaws establish the foundational structure and governance framework of the Johnson County Bar Association, outlining its purpose, membership, leadership, and operations. The Board of Directors, which governs the business of the Association, is composed of the elected officers (President, President-Elect, Vice President, and Secretary/Treasurer) and up to fifteen additional Directors, including appointed Directors, elected Directors, immediate Past President, section chairs of the four standing sections, a Diversity, Equality, and Inclusion Liaison, and up to three judges appointed by the Chief Judge of the 10th Judicial District. The Board meets regularly to oversee the Association's affairs and is supported by Board Committees and Standing Board Committees, which are established to assist with specific initiatives and functions. The Bylaws also define how sections and section committees are organized to promote leadership, professional development, and community engagement within various areas of legal practice, ensuring the Association operates effectively and inclusively in service to its members.

ARTICLE I - NAME

The name of this Association shall be The Johnson County Bar Association ("Association")

ARTICLE II – MISSION STATEMENT AND VALUES

The Association promotes a connected and thriving legal community by:

- Fostering strong support networks,
- Delivering valuable continuing legal education,
- Providing leadership development opportunities, and
- Facilitating meaningful engagement with the local community.

Our core values – community, inclusivity, integrity, civility, and well-being – guide our daily work and help ensure we make a positive impact on individuals, the legal community, and Johnson County as a whole. We are committed to advancing equal justice under the law for all members of our community.

ARTICLE III - MEMBERSHIP

1. Classes of Membership. There shall be four (4) classes of membership in the Association, to-wit: Active, Affiliate, Honorary, and Life.

2. Active Membership.

    a. The Active Membership of the Association shall be composed of those persons admitted to the Bar of Kansas or Missouri in good standing before the Supreme Court of the state(s) in which they are licensed. In addition, an Active Member must reside in Johnson County, practice law or be employed in Johnson County or any county contiguous with Johnson County.

    b. Only Active Members and those with a Life Membership (as defined herein) are in good standing are entitled to vote for officers and directors of the Association or upon any resolution presented to the Association. Only Active Members in good standing and Life Members shall be qualified to hold elected office.

3. Affiliate. Those interested in membership who do not qualify as an Active Member may apply for membership as an Affiliate. Affiliate Membership does not include certain member benefits, the right to participate in Section or Board Leadership, or the right to vote for officers and directors of the Association or upon any resolution presented to the Association. Persons eligible to be Affiliate Members include:

    a. Law Students. Students enrolled at the University of Missouri- Kansas City, University of Kansas or Washburn Law School.

    b. Non-lawyers or lawyers who do not qualify for Active Membership but who are employed within the legal system, such as Administrative Assistants, Court Reporters, Paralegals or Legal Assistants.

    The Board of Directors shall establish the membership rates for Affiliate members each year pursuant to the provisions of these By-Laws.

4. Honorary Membership. Upon approval by the Board of Directors, a person may be elected to Honorary Membership who is a lawyer, judge or layman and who has distinguished themselves in law, related fields, or in service to the legal profession. Such admission to Honorary Membership shall vest all of the privileges and capacities of Active Membership, except the voting privilege, but shall not impose the obligation to pay dues or assessments.

5. Life Membership. A lawyer or judge and who has distinguished him/herself in law, related fields, or in service to the legal profession person may be granted a Life Membership by the Board of Directors. The minimum requirements for a Life Membership in the Association are: an Active Member who has accumulated at least

twenty (20) years of Active Membership in the Association, who is at least sixty-five (65) years of age, and who is no longer actively engaged in the practice of law or has otherwise retired. Such grant of a Life Membership shall include all the privileges and capacities of Active Membership, except voting rights, and Life Members shall not be required to pay dues. Provided, however, all Active Members shall continue to pay dues until the first day of January of the year following their election to Life Membership.

6. Membership Dues and Assessments. Dues of the Association shall be assessed originally by the Board of Directors. Honorary Members, Affiliate, and Life Member dues rates shall be set by the Board, including the authority to offer free memberships to some or all of these membership groups. The Board of Directors is authorized to approve reduced annual dues payment for Active Membership for young/new lawyers or lawyers employed in the Non-Profit or Public Service sector, with consideration given to whether the annual dues are paid by the applicant's employer and the likelihood of the applicant applying for Membership in the absence of a reduced rate. The annual dues shall be due and payable on January 1 of each year; those who apply for membership after July 1 of any year shall pay one-half (½) of the regular annual dues assessed by the Board of Directors for said year. If the Board of Directors determines that dues are to be increased more than 10% from the amount set for the preceding calendar year, such increase must be approved by a majority vote of the members who attend any regular meeting of the Association. Otherwise, the Board of Directors has the authority and discretion to increase annual dues as it sees fit from year to year. Special assessments of the membership in addition to dues may be recommended at any regular meeting by the Board of Directors but shall require approval by a majority vote of the members attending the meeting. Membership shall be effective upon receipt of a properly completed application demonstrating the applicant's qualifications and tender of the applicable dues and assessments.

7. Membership Tiers. The Board of Directors is authorized to create one of more membership tiers for Active Members provided the minimum membership fee and offerings meet the requirements of Section 6 above and that dues increase for all tiers are subject the increase limitations set forth in Section 6.

ARTICLE IV - DISQUALIFICATION FROM MEMBERSHIP

1. Disqualification. Upon failure to meet any of the requirements set forth in Article III, Section 2(a), for Active Membership, membership in the Association shall terminate. Questions of disqualification shall be determined by the Board of Directors after a notice to the applicant or member. If requested by the member, a hearing upon the disqualification will be held by the Board of Directors.

2. Suspension. Any member of the Association shall be suspended from membership for nonpayment of dues or assessments for a period in excess of ninety (90) days from the

date such dues and assessments become payable; or for failure to meet membership requirements.

3. Suspension or Expulsion for Cause: A member may be suspended or expelled for cause upon a two-thirds (2/3) vote of the Board of Directors, provided that the member shall be given notice and an opportunity to be heard on the matter before a vote on expulsion or suspension. The Association with maintain confidentiality of the matter to the extent consistent with appropriate investigation and corrective action.

4. The Association is committed to professional and respectful treatment of all members, volunteers, and employees. The Code of Professional Responsibility of the American Bar Association, the Kansas Rules of Professional Conduct, the Kansas Bar Association's Pillars of Professionalism, and the Johnson County Bar Association's Creed and Tenets of Professional Conduct are hereby adopted as the "Code of Conduct" of the Association and shall govern the conduct of the members of this Association. Serious or persistent misconduct by a member shall give cause to the Board of Directors to suspend or expel the member. Non-limiting examples of misconduct include: failure to abide by the Code of Conduct, violation or refusal to comply with the provisions of these Bylaws, or otherwise engaging in conduct unbecoming a member of the bar and prejudicial to the interests of the Association, including bullying, discrimination, or harassment of Association members, volunteers, and employees.

ARTICLE V - OFFICERS, DIRECTORS AND ELECTIONS

1. Elected Officers and Directors.

    a. Qualifications of Officers and Directors. Only Active Members in good standing and/or Life Members as defined in Article III of the By-Laws shall be qualified to hold an office or directorship in the Association.

    b. Officers. Elected officers of the Association shall be: President, President-Elect, Vice President, and Secretary/Treasurer, who shall be elected at the annual meeting of the Association as herein prescribed and who shall hold their offices for a term of one (1) year or until their successors are elected, such term to commence with the adjournment of the December meeting each year. Officers must be members in good standing of the Association. Each Officer shall, by virtue of their office, be a Director of the Association during their term of office.

    c. Directors. There shall be up to fifteen (15) Directors of the Association in addition to the elected Officers. Directors shall be members in good standing of the Association. Two (2) Directors shall be appointed by the President for a term of one (1) year to coincide with the President's term of office. Two (2) Directors shall be designated elected positions I and II and shall be elected through the Application Process of Article XIV and shall each serve no more than two (2) successive terms of two years each. The remaining Director positions shall be for one (1) year terms, unless otherwise stated, and shall consist of the immediate Past President of the Association, the Chair of the Young Lawyers Section, the Chair of the Solo and SmallFirm Section, the Chair of the Senior Lawyers Section, the Chair of the Community Service & Outreach Section (serves no more than two (2) successive terms of two years), Diversity, Equality and Inclusion Liaison (serves no more than two (2) successive terms of two years), the Chair of the Membership Committee, the President-Elect of the Johnson County Bar Foundation, and up to three (3) District Court Judges of the 10th Judicial District, to be appointed by the Chief Judge with each appointed District Court Judge having the ability to serve two (2) successive terms of one (1) year if they choose to do so. If the appointed District Court Judge does not want to serve more than one (1) term, the Chief Judge of the 10th Judicial District may appoint another District Court Judge to commence a term and that newly appointed District Court Judge is entitled to serve two (2) successive terms of one (1) year if they choose to do so.

    d. Term of Elected Directors. The Association shall have two elected Directors, designated as Director I and Director II, each serving a term of two (2) years. Effective January 1, 2026, the terms of Directors shall be staggered such that only one Director's term expires in any given calendar year. To implement this staggered term structure, the current term for Director I shall expire as scheduled on December 31,

2025. The current term for Director II shall be extended by one additional year, expiring on December 31, 2026. Thereafter, each Director shall serve a full two-year term upon election, with Director I's term expiring in odd-numbered years and Director II's term expiring in even-numbered years. This amendment shall not affect the eligibility of any current Director to seek re-election in accordance with the Bylaws.

2. Board of Directors. The business of the Association, except those matters specifically reserved to the membership, shall be conducted by the Board of Directors. The Board shall consist of the President, the President-Elect, the Vice President, the Secretary/Treasurer and the non-officer Directors. The Board shall meet monthly, except July and August unless the President determines otherwise, and additional meetings may be called by the President.

3. Procedure for Election.

    a. President. The President shall be a member who was elected to the office of, and who has served as President-Elect during the year immediately preceding the date of the election.

    b. President-Elect, Vice President, Secretary/Treasurer, Elected Directors, and Elected Section Chairs. Each other Officer, Director, and Section Chair position shall be made through the Application Process of Article XIV. Only persons who have served during the current year on the Board of Directors shall be eligible for nomination for the position of President-Elect and Vice President.

4. Executive Director. The Board of Directors may appoint or employ an Executive Director who need not be a member of the Association. The Executive Director shall be assigned duties and given compensation as the Board of Directors directs and shall serve at the pleasure of the Board of Directors. The Executive Director shall be a non-voting ex-officio member of the Board of Directors, all Board Committees, all Special ActivitiesCommittees, and all Sections and Section Committees of the Association. The Executive Director shall be responsible for the day-to-day operations of the Association.

5. Vacancies. If the office of President shall become vacant, the President-Elect shall become President of the Association for the unexpired term. Such service shall not affect such person continuing as President of the Association upon adjournment of the next annual meeting of the following year. If the office of President-Elect becomes vacant for any reason other than succession to the office of President, then said office shall be filled by a special election conducted generally within the procedures of Article XIV, however the time frames and dates may be modified to allow a more expeditious appointment. If a vacancy occurs in any office other than President-Elect or in a position on the Board of

Directors, such vacancy or vacancies shall be filled by majority vote of the remaining members of the Board.

6. Participation. An engaged Board is essential for a vibrant Association. Directors are expected to actively participate in at least one Board Committee or Standing Board Committee and Association sponsored events. If any officer or director fails to attend two (2) or more consecutive meetings of the Board of Directors or fails to attend four (4) or more meetings of the Board of Directors within a regular Association calendar year, without good cause being presentedto the Board of Directors, said officer or director may be dismissed from their office or directorship upon a 2/3rds vote in favor of removal by the Board of Directors.

ARTICLE VI - BUSINESS OF THE BOARD OF DIRECTORS

1. Meetings. The Board of Directors shall meet at least ten times in a given year, on a monthly basis. The President shall prepare an agenda in advance of such meeting containing the business forthe meeting, also including discussion of any new business or items brought to the Boardfor discussion by the membership or by Directors, Officers, or Sections.

2. Special Meetings. The President may also call special meetings of the Board to discuss Board business, after providing reasonable notice to all Directors of such special meeting, and for specific items requiring quick action by the Board conduct business by email.

3. Quorum. A duly called meeting of the Board of Directors shall have a quorum sufficient to conduct and vote on business if nine (9) Directors are present.

4. Procedure. Except as otherwise provided by these By-Laws of the Association, the procedure at Board meetings shall be governed by the last revised edition of Roberts Rules of Order.

5. Board Committees. The Board may convene Board Committees to review, study, consider, and/or make recommendations about Board business when such Committee is appointed by the President or by vote of the Board. The President shall appoint a Chair of each Committee each year. Committee membership may include non-Director members of the Association, but such non-Directors may not vote on Board business by virtue of their membership on the Committee. The Executive Director shall maintain a current list of the Board Committees and of the membership and Chair of such Board Committees.

6. Standing Board Committees. Certain Board Committees are deemed to be standing. Although the Standing Board Committees still report to and take leadership direction from the Board of Directors, their membership and/or procedures are not otherwise governed by this Article VI but, rather, may be subject to other standing rules and

procedures, whether or not such standing rules and procedures are listed specifically in these By-Laws. The Standing Board Committees consist of the following:

a. Leadership Application Committee. The LAC is discussed and described by Article XIV and elsewhere within these By-Laws.

b. The Volunteer Committee. The VC is tasked with organizing volunteer activities for members of the Association, including but not limited to pro bono opportunities.

c. Ethics and Grievance Committee. The Ethics and Grievance Committee membershipis not open and is controlled by the rules and procedures of the Kansas Supreme Court and the Office of the Disciplinary Administrator.

d. Long Term Financial Planning Committee. The LTPC shall provide recommendations to the Board for budgets, on strategic long-term goals and financial objectives.

e. CLE Committee. The CLEC is tasked with planning the Association's CLE offerings each year.

f. The Membership Committee. The MC is tasked with increasing member engagement and reaching out to potential members to increase participation.

7. Special Activities. The Association President may, from time to time, appoint a Chair for such special activities as he/she may deem necessary. Such Special Activity Chairs are authorized to utilize the membership of the Association to carry out the functions and purposes of such special activities.

ARTICLE VII - SECTIONS OF THE ASSOCIATION

1. Role of the Sections. The Association supports a number of Sections, each of which is devoted to a certain area of the law and consists primarily of attorneys who practice in that area. Sections play an important leadership role in the Association as they help to guide and coordinate the work of Association members grouped by their areas of interest. In their endeavors, Sections are intended to create and enhance education, socialization, and leadership opportunities for the Association members. The work of Sections is tremendously varied, reflecting the diversity of interests among the Association members. Section Chairs play an important role in the Association's leadership structure by garnering involvement among lawyers in their practice areas, initiating and executing public service projects, and directing continuing education programming.

2. Meetings and Events of the Sections. Sections meet at least 4 times per year and are

tasked with planning CLE programs, public service projects and social events related to the purpose of the Section and to further the overall objectives of the Association.

3. Section Committees. A Section may, with approval by a vote of the Association's Board of Directors, create Committees within itself. Section Committees are subsets of a Section and are overseen by the Section. Section Committees may relate to more specialized practice areas within the Section's main purpose or may be created to take on specific tasks for the Section.

4. Leadership

    a. Section Leadership. Except as set forth elsewhere in these Bylaws, section leadership consists of a Chair, Chair-Elect and Secretary/Treasurer, each of which has a one-year term.

        i. The Chair-Elect automatically succeeds to the office of Chair in the following term.

        ii. The current Secretary/Treasurer may be nominated and elected to an additional term or may be nominated and elected to any other office.

        iii. Section Chair-Elect and Secretary/Treasurer positions are filled through the same application process as Directors of the Association (as outlined in Article V, Section 3(b), above), through the Leadership Application Committee procedure (see Article XIV below).

    Throughout their terms, these leaders are responsible for building effective teams committed to professional and public service while moving the Association membership towards accomplishing its tasks or goals.

    b. Section Committee Leadership. Section Committee Chairs are appointed by the Section Chair. Committee Chairs serve a term of 1-year.

Board of Directors Creates Sections. Sections shall be created by majorityvote of the Board of Directors. The Executive Director of the Association shall maintain a current list of the Sections and Section Committees then in existence and of the leadership of each such Section and Section Committee; such list shall be made public forthe members of the Association.

5. Standing Sections. There shall be four (4) standing Sections of the Association, and the Chair of each Standing Section shall have a seat as a Director on the Association's Board of Directors (see Article V, Section 1(a), above). The Chair of each Standing Section shall be appointed per the Leadership Application Committee process outlined in Article XIV herein. The Standing Sections shall be as follows:

a. Young Lawyers Section. There shall be a Young Lawyers Section comprised of lawyers under thirty-six (36) years of age or within their first five years of practice as a licensed attorney, who are members of the Association. The Young Lawyers Section shall have the right to adopt its own rules, regulations guidelines and/or procedures so long as they are not inconsistent with the By- Laws of the Association.

b. Solo and Small Firm Section. There shall be a Solo and Small Firm Section comprised of lawyers who are members of solo or small law firms and who are members of the Association. The Solo and Small Firm Section shall have the right to adopt By-Laws that are not inconsistent with the By-Laws of the Association.

c. Senior Lawyers Section. There shall be a Senior Lawyers Section comprised of lawyers over sixty (60) years of age who are members of the Association. The Senior Lawyers Section shall have the right to adopt By-Laws that are not inconsistent with the By-Laws of the Association.

d. Community Service & Outreach Section. There shall be a section dedicated to providing opportunities for the members of the Association to do good in the community, LFG Section shall be responsible for overseeing the following standing committees: The Civics Outreach Committee, The Volunteer Committee, and the Philanthropy Committee. LFG Section shall have a Section Chair which shall serve for two (2) years, filled through the same application process as Directors of the Association (asoutlined in Article V, Section 3(b), above), through the Leadership Application Committee procedure (see Article XIV below).

ARTICLE VIII - JUDICIAL EVALUATIONS

The Association shall conduct judicial evaluations in any year in which the 10th Judicial District Judges sit for retention election. Attorneys who have appeared before, worked with or relied upon the work of the judge being evaluated should be invited to evaluate that judge and the attorney's name completing the evaluation will remain confidential. The results should be circulated to the public, so long as the number of responses received are significant enough to provide meaningful and accurate information.

ARTICLE IX - MEETINGS OF THE ASSOCIATION

1. Regular Meetings. There will be a regular meeting of the Association each month of the year, except the months of January, July and August, at such time and place as the Board of Directors of the Association shall designate. Such meetings may be held virtually. Notice of the time and place of the regular meetings shall be provided to each member at the address of such member as designatedby said member by regular mail, electronic mail, or by any other reasonable means selected by the Board of Directors.

2. Special Meetings. Special meetings of the Association shall be called by the Secretary at the request of the President and majority of the Board of Directors or by one hundred (100) voting members of the Association. At such special meetings no business shall be transacted except that business specified in the call thereof. Notice of special meetings and the business to be transacted shall be given to each member at his or her office address at least ten (10) days before such special meeting by any means reasonable calculated to give such member said notice, including but not limited to email or facsimile transmission.

3. Annual Meeting. The Annual Meeting of the Association shall be held during the first or second week of December of each year at such time and place as the Board of Directors shall designate. The Annual Meeting may be held virtually.

4. Quorum. Five percent (5%) of the total qualified voters at a regular meeting, special meeting or annual meeting shall constitute a quorum.

5. Procedure. Except as otherwise provided by these Articles of the Association, the procedure at the meetings of the Association shall be governed by the last revised edition of Roberts Rules of Order.

ARTICLE X - APPROPRIATIONS AND EXPENSE

1. Board of Directors. Appropriations of Association funds for all Officer, Board, Section, Committee, Special Activity, or other expense shall be made by the Board of Directors.

2. Liability for Excess Expenses. Any expense incurred by an Association Officer, Director, Section, Committee, or Special Activity in excess of the appropriation authorized by the Board of Directors shall be solely the personal liability of the person or persons responsible for incurring or authorizing the same.

ARTICLE XI - INDEMNIFICATION

1. The Association shall indemnify any Officer, Director, or agent of the Association who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative or investigative, other than an action by or in the name of the Association, by reason of the fact that such Officer or Director is or was an Officer, Director, or agent of the Association or is or was serving at the request of the Association as an agent of another corporation, partnership, joint venture, trust or other enterprise, against expenses, judgments, fines and amounts paid in settlement actually and reasonably incurred by such person in connection with such action, suit or proceeding, including attorney's fees, if such person acted in good faith and in a manner such person reasonably believed to be in

or not opposed to the best interests of the Association; and with respect to any criminal action or proceeding, had no reasonable cause to believe such person's conduct was unlawful. The termination of any action, suit or proceeding by judgment, order, settlement, conviction or upon a plea of nolo contendere or its equivalent shall not of itself create a presumption that the person did not act in good faith and in a manner which such person reasonably believed to be in or not opposed to the best interests of the Association and with respect to any criminal action or proceeding had reasonable cause to believe that such person's conduct was unlawful.

2. To the extent that an Officer, Director, or agent of the Association has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in Section 1, above, or in defense of any claim, issue or matter therein, such Officer, Director or agent shall be indemnified against expenses actually and reasonably incurred by such person in connection therewith, including attorney's fees.

ARTICLE XII - JOHNSON COUNTY LAW LIBRARY TRUSTEES

The voting membership of the Association shall elect three (3) members of the Johnson County Bar Association to serve as Trustees of the Johnson County Law Library as provided in K.S.A. 20-3127.

Beginning with Trustees whose terms will begin in 2019, and for Trustees thereafter, all Trustee nominations and selection shall be handled by the Leadership Application Committee (LAC) pursuant to the LAC's procedures set forth in these By-Laws at Article XIV, and shall be voted into office by majority vote of the Association Members present at the Annual Meeting of the Association.

Term of office will be for two (2) years. The terms of the three (3) Trustees will be staggered, as follows. Beginning with the terms that start in 2019, two (2) Trustees will be elected so as to start their terms in odd numbered years, and one (1) Trustee will be elected so as to start his/her term in even numbered years.

The three (3) Trustees currently in office in 2017 shall complete their terms as follows: The two (2) Trustees elected in 2016 will serve their term out through December 31, 2018; their replacements shall be voted into office at the 2018 Annual Meeting for a term beginning in 2019. The one (1) Trustee elected in 2017 shall serve his/her term through December 31, 2019; his/her replacement shall be voted into office at the 2019 Annual Meeting for a term beginning in 2020.

No Trustee shall serve more than two (2) successive terms of two (2) years each.

ARTICLE XIII - AMENDMENTS TO BY-LAWS

The voting membership of the Association has the power to adopt, amend, and rescind the

provisions of these By-Laws by a two-thirds (2/3rds) vote of the members present and voting at any regular or special meeting of the Association, provided that a copy of the proposed amendment has been given to the voting members not less than seven (7) days in advance of the meeting at which the vote is to be taken by publication in the newsletter or on the Association's website; by publication through electronic transmission, e.g., e-mail; or such notice may be given in writing, mailed, postage pre-paid, to each member in good standing.

ARTICLE XIV - LEADERSHIP APPLICATION COMMITTEE, VOTING SLATES, AND PROCEDURES FOR APPLYING AND VOTING

1. Purpose of Leadership Application Committee

    a. It is the purpose of the Leadership Application Committee (or "LAC") to monitor requests for candidate applications, to encourage and recruit qualified candidates for each designated Officer, Director, and Section position, and to nominate a slate of such positions to the Board and to the Association.

    b. Consideration should be given to, but is not limited to, the following attributes for all possible candidates: (1) Prior leadership service to the Association and/or other communityorganizations; (2) experience in the working affairs of the Association and other community organizations; (3) quality of past work undertaken and completed within the Association; and (4) creating and maintaining an equitable and representative balance between those serving in leadership positions and the membership of the Association.

    c. The LAC shall not nominate any person for more than one vacant position.

2. Membership of Leadership Application Committee

    a. The LAC shall consist of seven (7) voting members consisting of: the President of the Association, the immediate Past-President of the Association, the Association's current President-Elect, and four (4) members of the Association who are not currently in elected positions and who are appointed by the President.

    b. The Executive Director will sit ex-officio on the LAC and nothave a vote.

    c. The immediate Past-President shall serve as Chairperson of the LAC.

    d. Any member of the LAC shall be eligible to apply for any of the open elected Officer, Director and/or Section Chair positions in the ensuing election, but such member of the LAC must recuse him or herself from any discussion and voting on such application.

3. Timeline of Actions for Elected Positions

   a. The membership of the LAC shall be established by July 31st each year.

   b. In August, an announcement shall be made that qualified applicants are being sought for all eligible elected positions, including the Officer, Director, and Section positions, for the ensuing year. Such announcement shall be repeated thereafter at reasonable times and by reasonable methods so as to reach the membership.

   c. September 15 shall be the deadline for the submission of all applications for vacant and eligible positions. If no applications are received by the LAC for a particular position(s), the deadline for nominations of that position(s) may be kept open.

   d. Before the October Board of Directors meeting, the LAC must meet, discuss and review the applications, and prepare a nominated slate of one applicant per position to recommend to the Board of Directors on the LAC's approved applications for the open positions.

   e. At the October Board meeting, the Board of Directors shall review, discuss and consider the nominated slate presented by the LAC. The Board of Directors may vote to approve the nominated slate or, by majority vote, may vote to change the nominated slate by substituting one or more applicants for one or more of the proposed candidates on the nominated slate. Any substituted applicant must be a qualified applicant for the position who submitted his or her application timely to the LAC pursuant to the schedule above. The final slate voted by the Board of Directors shall be the approved slate.

   f. Within three (3) days of the Board of Directors meeting passing the approved slate, the Executive Director shall publicize the approved slate to the membership at large through any and all available, reasonable means and with reasonable frequency so as to give notice to the membership of the approved slate.

   g. By November 1, a candidate's inclusion on the approved slate may be challenged by a member of the Association as to the position in question, provided that same member (i) applied for the position pursuant to the procedures and deadlines set forth above, (ii) desires him or herself to hold that position instead, and (iii) does not otherwise appear for another position on the approved slate. If such a qualified member so challenges a candidate on the approved slate, then the challenged position will be a contested election for that position between the original candidate and the challenger, at the December membership meeting of the Association.

   h. The election of all open positions will occur at the December membership meeting, in accordance with Article V, above. The membership will vote on the approved slate,

as well as any contested positions if such contest has developed pursuant to the procedures in this Section 3, including but not limited to Section 3(g) immediately above.

i. Qualified Voters. Only Active and Life Members of the Association, as defined in Article III of the By-Laws, shall be entitled to vote. A majority of the votes cast shall be sufficient for the adoption of any motion or resolution or the election of any officer or director, except as otherwise specifically provided in the By-Laws of the Association.

4. Duties of Leadership Application Committee

   a. The LAC shall be responsible for publicizing the upcoming Officer, Director, and Section positions, monitoring requests for applications, encouraging and recruiting eligible Association active members to seek nomination for such positions, reviewing and considering all the applications to determine and confirm eligibility, and selecting theslate to present at the October Board of Directors meeting.

   b. The LAC Committee shall review all candidate applications to ensure that all candidate requirements are fulfilled and conform to the By-Laws of the Association.

5. Meetings of the Leadership Application Committee. No persons other than its voting and ex-officio members shall be present at any meeting of the LAC. The LAC shall meet and review the applications for consideration by the active membership at the Annual Meeting of the Association for the ensuring election. The LAC may meet more often as is necessary to fulfill its purpose and duties.

Candidate Applications.

   a. Applications for nomination to Officer, Director, and Section Chair positions must specify which position the applicant is seeking.

   b. Each candidate must fulfill all requests for information from the LAC. Should a candidate refuse such information, he/she may appeal to the LAC for further consideration and final determination whether the requested information is crucial.

Amendments to By-Laws approved on December 2, 2005.
Amendments to By-Laws approved on May 2, 2006.
Amendments to By-Laws approved on March 5, 2008.
Amendments to By-Laws approved on June 3, 2009
Amendments to By-Laws approved on June 1, 2016
Amendments to By-Laws approved on September 7, 2016

Amendments to By-Laws approved on October 26, 2017
Amendments to By-Laws approved on November 11, 2020
Amendments to By-Laws approved on November 3, 2021
Amendments to By-Laws approved on September 13, 2022
Amendments to By-Laws approved on December, 2022
Amendments to By-Laws approved on _____