

BY LAWS OF CAMEROONIAN NURSING ASSOCIATION

ARTICLE I- NAME

Section1. NAME

The name of this organization is Cameroonian Nursing Association in the United States of America (CAMNA-USA), incorporated under the Maryland Nonprofit Public Benefit Corporation Law.

ARTICLE II- STATEMENT OF PURPOSE

Section 1. MISSION STATEMENT

The Cameroonian Nursing Association promotes a network of support among its members by promoting partnership with other professional nursing or health organizations, by inspiring leadership among us especially through career advancement, by improving healthcare system through health education in Cameroon and USA and by facilitating transition for Cameroonian nurses migrating into the USA.

Section2. VISION

The Cameroonian Nursing Association is dedicated to creating a healthcare organization driven by the needs of the community where its members make their optimal contribution to improve the standard of nursing care in Cameroon and the USA and to strengthen nursing infrastructure colligate and clinical levels.

Section3. VALUES

As CAMNA works to promote its mission and vision, it is guided by values which are rooted in, and arise from, the association's history, traditions and culture.

Section4. ETHICAL STANDARDS

CAMNA encourages its members to always strive for the highest level of professionalism in nursing care. To this end, the Association directs its members to adhere to the code for Nurses established by the ethical principles. An ethic of care is a moral orientation which acknowledges the interrelatedness and interdependence of individuals, systems and society.

ARTICLE III- MEMBERSHIP

Section1. CATEGORIES

CAMNA shall have 7 categories of members: Active, Emeritus, Lifetime, Honorary, Student, Affiliate and Corporate. No member may hold membership in more than one category or more than one membership in the same category of membership in the Association.

Section2. QUALIFICATIONS

Any person who is interested in becoming a member must be a Cameroonian (by birth, marriage or naturalization) and a Registered Nurse who subscribes to the mission of CAMNA, agrees to abide by its charter and Bylaws, and meets such criteria for membership as may be established by these Bylaws or by the Board of Directors, shall be eligible for membership.

- a. Active Member. Any Cameroonian nurse residing in the United States who is licensed to practice as a registered professional nurse in one of the 50 United States shall be eligible for active membership in the Association.
- b. Emeritus Member. Any active member who is over age 55 and has maintained active membership for 5 years or more in CAMNA shall be eligible for emeritus membership in the Association.
- c. Lifetime Member. Any active member who has rendered distinguished service to the Association shall be eligible for lifetime membership in the organization. Members are elected to lifetime membership by a unanimous vote of the Board of Directors of this Association.
- d. Honorary Member. Any individual who has rendered distinguished or valuable service to the Association, but who may not be eligible for active membership, shall be eligible for honorary membership in the Association. Individuals are elected to honorary membership by a unanimous vote of the Board of Directors of this Association.
- e. Student Member. Any Cameroonian who is a student in an approved nursing program and is currently not licensed as a registered nurse shall be eligible for student membership in the Association.
- f. Affiliate Member. Any Cameroonian residing in the United States who is: a) licensed to practice as a vocational or practical nurse; b) a student in an approved LVN or LPN program; c) a student in an area other than nursing; d) a non-nurse healthcare professional; e) a healthcare consumer; or f) a member of the corporate or political community shall be eligible for affiliate membership in the Association.
- g. Corporate Member. Any individual, organization, or association that supports the mission and values of CAMNA, shall be eligible for corporate membership in the Association.

Members shall have the rights conferred by this Section 3 and no other rights. Members shall have the benefits determined by the Board of Directors of this Association.

- a. Active, Emeritus, Lifetime Members. Active, Emeritus, and Lifetime members shall be entitled to vote, hold office and serve on committees and other volunteer groups.
- b. Honorary, Student, Affiliate Members. Honorary, Student, and Affiliate members shall be entitled to attend membership meetings, except they shall not be entitled to vote, hold office, but can serve on committees.
- c. Corporate Member. Corporate members shall not be entitled to vote, hold office, and serve
 on
 committees, or be recipients of CAMNA grants, or scholarships.

Section 4. APPLICATION AND ELECTION

All applications shall be submitted with evidence of the applicant's licensure by the appropriate state or federal licensing agency or with evidence of enrollment in an approved nursing program or an approved LVN or LPN program. All applications for Active, Emeritus, Student, Affiliate, or Corporate membership shall also be submitted with the annual membership fees as established by the Board of Directors of this Association.

Those applicants for Active, Emeritus, Student, Affiliate, or Corporate membership who do not meet the criteria for membership shall not be accepted into membership and their applications and fees shall be returned. Those applicants for Lifetime or Honorary membership shall be elected to Lifetime or Honorary membership by a unanimous vote of the Board of Directors of this Association.

Section 5. ANNUAL MEMBERSHIP RENEWAL

- a. Membership for all members, other than Honorary and Lifetime Members, shall only be issued for a specific period of time. The dues for each member of the Association shall be determined by the Board of Directors. Members must send evidence of current licensure or enrollment in an approved nursing program, together with the dues payment, in order to renew membership.
- b. The membership of any member who fails to renew membership within ninety (90) days from the time it is due shall expire and a late fee of \$20 should be paid to reinstall membership.

Section 6. VOTING RIGHTS

Each Active, Emeritus and Lifetime member shall be entitled to one vote.

Section 7. TERMINATION OF MEMBERSHIP

- a. Causes. The membership of any member of the Association shall terminate upon the occurrence of either of the following events:
- i. The revocation or suspension of a member's license or registration as a nurse, or discontinuation of a member's enrollment in an approved nursing program.
- ii. The conviction of a member for a felony which indicates that the member may be a danger to public health or safety.
- b. Procedure. Before CAMNA terminates any membership the following procedure shall be followed:
 - i. A notice stating the reasons for the termination shall be sent to the member at least 15 days before the termination.
 - ii. The notice shall be sent prepaid, by first class or registered mail, to the most recent address shown on CAMNA's records.
 - iii. If the member decides that he or she would like an opportunity to be heard in person, CAMNA shall schedule a hearing at least five (5) days before the effective date of the termination. Alternatively, the member shall be given the right to submit a response in writing at least five (5) days before the effective date of the termination.

ARTICLE IV - MEMBERSHIP MEETINGS

Section 1. MEETING

The meeting of members shall be held every six weeks at a time and place determined by the Board of Directors for the purpose of receiving the results of the election of officers and directors, receiving reports of the Board of Directors, committees and other volunteer groups, and transacting such other business as may come before the meeting.

Section 2. SPECIAL MEETINGS

Special meetings of the members may be called at any time by the President, by a majority of the Board of Directors, or upon request of five percent (5%) of the total eligible voting membership. If the members want to request a special meeting, they shall make their request in writing signed by all requesting members, specifying the time and general nature of the business proposed to be transacted, and send the request to the President or the Secretary of the Association.

Section 3. NOTICE OF MEMBERS' MEETINGS

- a. Written notice of all membership meetings shall be sent to each member at his or her last recorded address at least 20 days, and not more than 90 days prior to the meeting. The notice shall include a statement of the place, day and hour of the meeting.
- b. Notice for special meetings shall state the general nature of the subject or subjects to be considered. If the subject is not described in this notice then no action can be taken on that subject at the special meeting.
- c. Notice for annual membership meetings shall describe the general matters which the Board of Directors, at the time of giving the notice, intends to present at the meeting.

Section 4. QUORUM

- a. Five percent (5%) of the members must be present, or represented by proxy, at any membership meeting of the Association to constitute a quorum. If a quorum is not present at a meeting, any action taken at that meeting will not be considered a valid action.
- b. Any vote taken by a written vote will be valid only if at least five percent (5%) of the members entitled to vote return written ballots.

Section 5. PARLIAMENTARY PROCEDURE

The usual parliamentary rules of order contained in "Roberts Rules of Order Revised" shall govern all meetings of the Association.

Section 6. ADJOURNED MEETING: NOTICE

A majority of the members present at any meeting may vote to adjourn that meeting, and continue the meeting at another time and place. No notice of the continued meeting is necessary if (1) a quorum was present at the original meeting; (2) the continued meeting date is set less than 45 days after the original meeting and (3) no fixed record date is set for the continued meeting.

ARTICLE V - ELECTIONS AND VOTING BY MEMBERSHIP

Section 1. NOMINATIONS

- a. After receiving nominations from the membership, the Board of Directors shall select the candidate(s) for President-elect. Each nominee for President-elect shall have previously served as an officer or director of the Association for at least two years prior to assuming office as President-elect.
- b. After receiving nominations from the membership, the Nominating Committee shall prepare a list of candidates for the vacant director and nominating committee member positions.
- c. Members representing five percent (5%) of the membership may nominate candidates for election to the Board of Directors or Nominating Committee at any time prior to one hundred and ten (110) days before the date of the annual membership meeting. On timely receipt of a petition signed by the required number of members, the Secretary shall cause the names of the candidates named on it to be placed on the ballot along with those candidates named by the Nominating Committee.
- d. The list of candidates, their resumes and the ballot shall be submitted to all eligible voting members not less than sixty (60) days prior to the date of the annual membership meeting.

Section 2. VOTING

The persons entitled to vote at any meeting of members shall be members of the Association as determined in accordance with the provisions of Section 4 of this Article. Each such member shall be entitled to one (1) vote on each matter submitted to a vote of the members. If a quorum is present, the affirmative vote of a majority of the voting power represented at the meeting, entitled to vote, and voting on any matter shall be the act of the members. Elections of directors, officers and nominating committee members

shall be by written ballot, without a meeting. The candidate receiving the highest number of votes for each office shall be declared to be elected. In case of a tie vote, the tie shall be broken by secret ballots cast by all members of the Board of Directors as constituted prior to the election.

Section 3. MEMBER ACTION BY WRITTEN

BALLOT WITHOUT A MEETING

- a. Any action which may be taken at any regular or special membership meeting may be taken by written ballot without a meeting.
- b. Voting by members on the following matters shall be conducted solely by mail, electronic ballot, or facsimile ballot: (i) election of directors, officers, and nominating committee members; (ii) removal of directors; (iii) filling vacancies on the Board of Directors; (iv) amendment of the Articles of Incorporation; (v) amendments of these Bylaws; (vi) transfer of substantially all of CAMNA's assets; (vii) adoption of merger agreements; and (viii) voluntary dissolution of CAMNA.

Section 4. RECORD DATE FOR MEMBER NOTICE, VOTING AND GIVING CONSENTS

For the purpose of determining the members entitled to notice of any meeting of members, the record date for such determination shall be the ninetieth (90th) day preceding the date of the meeting. For the purposes of determining the members entitled to receive a written ballot in the absence of a meeting, the record date shall be the sixtieth (60th) day preceding the date on which the ballots are first mailed. For the purposes of determining the members entitled to vote at a meeting, the record date shall be the sixtieth (60 day preceding the date of the meeting).

Section 5. PROXIES

- a. Every member entitled to vote on a matter may do so either in person at any regular or special meeting or by one or more agents authorized by a written proxy. The proxy must be signed by the member and filed with the Secretary of the Association. The form of all proxy votes must be solicited and submitted in conformance with the California Nonprofit Public Benefit Corporation law (Section 5513 and Section 5514, and their successors).
- b. In any vote to amend the Bylaws any proxy must specifically describe the nature of the amendment to the Bylaws.

Section 6. INSPECTORS OF ELECTION

The Board of Directors shall contract with an outside agency or appoint an objective person(s) to act as inspector(s) for any election. If appointed, the inspector(s) shall determine the manner, time, and validity of the vote taken in accordance with these Bylaws. The inspector(s) shall also tabulate the votes and decide any challenges associated with the right to vote.

Section 1. NUMBER, POWERS AND QUALIFICATIONS

CAMNA shall be governed by a Board of Directors composed of thirteen (13) members, including the President, President-elect, Secretary and Treasurer of the Association. Insofar as possible, members of the Board of Directors shall be elected from different geographical areas.

Section 2. TERMS OF OFFICE

The thirteen (13) member Board of Directors shall be composed of eleven (11) directors elected for three (3) year terms or until their successors are elected and qualified, and a President and President-elect each serving three (3) year terms or until their successors are elected and qualified. A Secretary and a Treasurer are elected from among the eleven directors by a vote of the whole Board. The term of appointment shall be three years. Two successive terms may be served, so long as the officer's original term as director is not exceeded. No person shall be elected as a director for more than two (2) consecutive terms. Any member filling an unexpired term for more than one-half of the term shall be considered to have served one (1) term.

Section 3. Accountabilities. The Board of Directors has the following accountabilities:

- a. Establish the vision, mission, and values statements for the organization
- b. Select, support, and assess the performance of the CEO
- c. Ensure effective organizational planning
- d. Manage resources effectively
- e. Determine, monitor, and strengthen the organization's programs and services
- f. Uphold legal and ethical integrity
- g. Recruit and orient new Board Members and assess Board performance
- h. Assure effective communication between CAMNA, Certification, Corporation, The InnoVision Group and the Foundation

Section 4. MEETINGS

Regular meetings of the directors shall be held at such times and at such places as the Board by resolution may determine for the purposes of organization, and the consideration of any other business which may properly be brought before the meeting. Special meetings of the Board may be called by the President or any three (3) other directors. Directors may conduct any meeting by means of a conference telephone (or any similar communications equipment which allows all persons participating in the meeting to hear each other at the same time).

Section 5. MEETING NOTICE

Notice of regular or special meetings of the directors shall be given to each director at least four (4) days prior to the time set for the meeting, if mailed, or at least forty-eight (48) hours prior to the meeting if delivered personally, by telephone or telegraph.

Section 6. QUORUM

A majority of the directors, three (3) of whom are officers, shall be necessary to constitute a quorum of the Board at any meeting. A meeting at which a quorum is initially present

may continue to transact business notwithstanding the departure of directors from the meeting, if any action taken is approved by at least a majority of the required quorum for that meeting.

Section 7. ACTION WITHOUT A MEETING

Any action required or permitted to be taken by the Board of Directors may be taken without a meeting if all members of the Board consent in writing to such action. Such written consent shall be filed with the minutes of the proceedings of the Board. Such action by written consent shall have the same force and effect as a unanimous vote of the directors.

Section 8. VACANCIES

In the event a vacancy occurs on the Board of Directors due to a change in status or otherwise, such office or directorship shall be filled in the following manner:

- (a) President: The President-elect shall assume the office.
- (b) President-elect: The President shall appoint a current member of the Board of Directors to fill the vacancy on a three (3) month interim basis. The Board of Directors shall nominate a candidate for this position to be approved by vote of the membership.
- (c) Board of Directors may appoint replacements for all other vacancies to fill the balance of the unexpired terms, except where a director has been removed by the members. Such a vacancy shall be filled by a written vote of the members.

Section 9. REMOVAL OF DIRECTORS

- a. Any elected director may be removed without cause if such removal is approved by the members. The members may remove a director only by written ballot. Notice of proposed removal must be given to the affected director and the membership.
- b. If a director fails to attend three (3) of the Board of Directors meetings during one fiscal year, such director shall be deemed to have resigned from the Board, and the vacancy shall be filled as provided in Section 7.
- c. If a director fails to perform the duties as provided for in Article VI, Section 3, the director may be removed by a majority vote of the other directors.

Section 10. RESTRICTION ON INTERESTED DIRECTORS

Not more than forty-nine percent (49%) of the persons serving on the Board of Directors at any time may be interested persons. An interested person is (i) any person being compensated by the Association for services rendered to it within the previous twelve (12) months, whether as a full-time or part-time employee, independent contractor, or otherwise, excluding any reasonable compensation paid to a director as director, and (ii) any brother, sister, ancestor, descendant, spouse, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, or father-in-law of any such person. However, any violation of the provisions of this Section shall not affect the validity or enforceability of any transaction entered into by the Association.

Section 1. NUMBER

The officers of the Association shall be the President, President-elect, Secretary, Treasurer, Chief Executive Officer and such other officers as the Board of Directors may authorize. An officer shall not hold more than one office at one time.

Section 2. TERM OF OFFICE

The President, President-elect, Secretary, and Treasurer shall hold office for a term of three (3) years or until their respective successors have been duly elected and qualified. The Chief Executive Officer shall hold office for as long a period as the Board of Directors chooses to retain him or her. No person shall be elected to the same office for more than two (2) consecutive terms. Any member filling an unexpired term for more than one-half of the term shall be considered to have served one term.

Section 3. PRESIDENT

The President shall provide for the general supervision and control of all business and affairs of the Association, subject to the control of the Board of Directors. The President shall preside at all meetings of the membership and the Board of Directors, appoint all volunteer group chairpersons and members except as provided in these Bylaws, serve as an ex officio member of all volunteer groups and perform and discharge all duties incident to the office of President and such duties as may be assigned by the Board of Directors.

Section 4. PRESIDENT-ELECT

The President-elect shall become familiar with the duties of the President and shall succeed to the Presidency at the expiration of the President's term of office.

Section 5. SECRETARY

The Secretary shall provide for the keeping of the following documents at the principal office of the Association: (i) a book of minutes of meetings of the Association and of the Board of Directors; (ii) the Articles of Incorporation; (iii) the Bylaws; (iv) the seal of the Association; and (v) the membership roster. The Secretary shall provide for notice to be given of all meetings of the Board of Directors and members in accordance with these Bylaws. The Secretary shall also perform all duties incident to the office of the Secretary and such other duties as the Board of Directors may prescribe.

Section 6. TREASURER

The Treasurer shall supervise the maintenance of all funds and securities of the Association and perform such other duties as may be prescribed by the Board of Directors.

Section 7. CHIEF EXECUTIVE OFFICER

The Board of Directors shall appoint a Chief Executive Officer who shall be a salaried employee of the Association. The Chief Executive Officer is to receive notice of and may attend

all meetings of the Association, but shall not have the right to vote. The Chief Executive Officer shall be responsible for managing the business affairs of the Association subject to the control of the Board of Directors. The CEO shall appoint a Chief Financial Officer for the Association who shall not be a member of the Board of Directors.

Section 8. BONDING

The Board of Directors may require, at the expense of the Association, a good and sufficient surety bond from any officer, subordinate officer, employee or agent which the directors deem advisable for the faithful performance of their duties. All members of the Board of Directors shall be bonded at the expense of the Association for the term of their office. During their terms of office, all board members' Association activities shall be covered by liability insurance provided at the expense of the Association. Coverage under such policies shall be effective on the first day of the term of office at 12:01 a.m. and shall expire at 12:00 midnight on the last day of the elected term.

ARTICLE VIII - COMMITTEES AND OTHER VOLUNTEER GROUPS

Section 1. NOMINATING COMMITTEE

The Nominating Committee shall be composed of not more than seven (7) members: three (3) directors and a Chairperson appointed by the President and three (3) persons elected by the general membership. The members shall be appointed or elected for a one (1) year term or until their successors are appointed or elected. The Chairperson of the Committee may be the Immediate Past President of the Association.

Section 2. VOLUNTEER GROUPS GENERALLY

Except as otherwise provided by these Bylaws, the Board of Directors may, by resolution or resolutions passed by a majority of the members thereof, appoint executive, standing or special committees, task forces, advisory boards, review panels, study groups, or other such volunteer groups for any purpose. If such groups are composed solely of directors, any of the powers and authority of the Board shall be delegated to such groups; except the power and authority to adopt, amend or repeal these Bylaws, or such other powers as may be prohibited by law. Any group composed of persons, one or more of who are not directors, may act solely in an advisory capacity to the Board. Such groups shall have power to act only in intervals between meetings of the Board and shall at all times be subject to the control of the Board of Directors. The Board of Directors, or if the Board does not act, the groups, shall establish rules and regulations for meetings and shall meet at such times as is deemed necessary, provided that a reasonable notice of all meetings shall be given to group members. No act of a group shall be valid unless approved by the vote or written consent of a majority of the group's members. Groups shall keep regular minutes of proceedings and report the same to the Board from time to time as the Board may require.

Section 3. MEMBERSHIP

The Chairperson of each group (as defined in Section 2 above) shall be appointed by the President, unless such group has a Chairperson-elect, in which case the Chairperson-elect shall

automatically become the Chairperson of the group upon the expiration of his/her term as Chairperson-elect. All other members of the group shall be appointed by the President. The Board of Directors may, from time to time, adopt a resolution specifying those groups which shall have a Chairperson-elect elected by a vote of the members and may subsequently adopt a resolution providing that one or more of such groups shall return to having a Chairperson appointed by the President.

Section 4. TERM OF OFFICE

The Chairperson, Chairperson-elect and each member of a group shall serve until the next annual election of officers and directors and until his/her successor is appointed or elected, or until such group is sooner terminated, or until he/she is removed, resigns, ceases to be a member of the Association, or otherwise ceases to qualify as a Chairperson, Chairperson-elect or member, as the case may be, of the group.

Section 5. VACANCIES

Vacancies in any group may be filled for the unexpired portion of the term by appointment by the President; except for vacancies in the Chairperson position in any group which has a Chairperson-elect, in which case the vacancy shall be filled by the Chairperson-elect.

Section 6. MEETINGS; QUORUM

Each group shall meet as often as is necessary to perform its duties at such times and places as directed by its Chairperson or by the Board of Directors. A simple majority of the members of a group shall constitute a quorum of such group and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the group.

Section 7. VOLUNTEER MEMBER CONSULTANTS

The Board of Directors may, by resolution, designate groups of volunteer member consultants to serve the Association in an advisory capacity as liaisons between the membership and the Board of Directors or between CAMNA and other associations. Volunteer member consultants will be appointed by the President and will serve until such time as his/her successor has been appointed, or until the position has been terminated, or until he/she is removed, resigns, ceases to be a member of the Association, or otherwise ceases to qualify as a volunteer member consultant. Vacancies may be filled for the unexpired portion of the term by appointment by the President.

ARTICLE IX - CHAPTERS

CAMNA may establish chapters as part of the Association. All CAMNA chapters must abide by these Bylaws and the Rules and Regulations for CAMNA Chapters as adopted by CAMNA. CAMNA chapters may adopt additional chapter governing provisions only upon approval of CAMNA, so long as such provisions conform to all Rules and Regulations for CAMNA Chapters and so long as such provisions adopted by chapters are consistent with these Bylaws. In the event that any

provision of the Rules and Regulations for CAMNA Chapters differ from these Bylaws, the provision of the Rules and Regulations for CAMNA Chapters shall govern.

ARTICLE X - GENERAL PROVISIONS

Section 1. FISCAL AFFAIRS

The fiscal year of the Association shall be the twelve (12) month period as may be established by resolution of the Board of Directors.

Section 2. CONTRACTS

The Board of Directors may authorize any officer or officers or agent of the Association to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Association and such authority may be general or confined to specific instances.

Section 3. BOOKS AND RECORDS

- a. Inspection Rights. Members of the Association shall have such inspection rights and rights to copy Association records, subject to the rights of the Association, as are permitted by law and such other reasonable procedures adopted by the Association.
- b. Inspection by Directors. Every director shall have the absolute right at any reasonable time to inspect all books, records and documents of every kind and the physical properties of the Association. This inspection by a director may be made in person or by an agent or attorney, and the right of inspection includes the right to copy and make extracts of documents.

Section 4. CHECKS, DRAFTS, ETC.

All checks, drafts or orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Association shall be signed by the Chief Executive Officer and/or by such other person designated by the Board of Directors.

Section 5. GIFTS AND CONTRIBUTIONS

The Board of Directors may accept on behalf of the Association any contribution, gift, bequest or devise for general purposes or for any special purpose of the Association.

Section 6. ANNUAL REPORT

The Association shall provide each director and member of the Association an annual report within one hundred eighty (180) days of the close of its fiscal year. Such report shall contain the following information in reasonable detail:

- (a) The assets and liabilities, including the trust funds, of the Association as of the end of the fiscal year.
- (b) The principal changes in assets and liabilities, including trust funds, during the fiscal year.
- (c) The revenue or receipts of the Association both unrestricted and restricted to particular purposes, for the fiscal year.

- (d) The expenses or disbursements of the Association for both general and restricted purposes, during the fiscal year.
- (e) Any substantial transaction involving directors or officers.

ARTICLE XI - MERGER

The Association may merge with other national, state or local organizations only upon approval by the total eligible voting membership.

ARTICLE XII - AMENDMENTS

These bylaws may be amended by the Board of Directors under Nonprofit Public Benefit Corporation Law. In addition, these Bylaws may be amended by a majority of the Active, International, Emeritus and Lifetime members.

ARTICLE XIII - INDEMNIFICATION

CAMNA shall indemnify all directors, officers, committee members, employees and agents of CAMNA, and their heirs and assigns, to the full extent permitted by the Nonprofit Public Benefit Corporations law. The Board of Directors shall endeavor to purchase liability.