

GREATER ERIE COMMUNITY ACTION COMMITTEE
18 WEST 9TH STREET
ERIE, PA 16501

BYLAWS

Adopted: October 10, 1967

AMENDED:	April 16, 1968	March 20, 1984	June 19, 2018
	October 20, 1970	November 28, 1990	January 15, 2019
	September 21, 1971	October 19, 1993	April 16, 2019
	December 21, 1971	November 15, 1994	December 17, 2019
	January 23, 1973	February 20, 1996	June 16, 2020
	December 21, 1976	May 20, 1997	February 20, 2024
	December 18, 1979	June 18, 2002	
		December 19, 2006	
		June 16, 2015	

INDEX

ARTICLE I.	Name and Location	Page 1
ARTICLE II.	Purpose	Page 1
ARTICLE III.	Membership and Advisory Personnel	Page 1
ARTICLE IV.	Board of Directors	Page 1-3
ARTICLE V.	Duties and Powers of the Board of Directors	Pages 4-5
ARTICLE VI.	Officers	Page 6-7
ARTICLE VII.	Staff	Page 8
ARTICLE VIII.	Petitions for Representation or Reconsideration by Area Residents	Page 8
ARTICLE IX.	Meetings and Parliamentary Procedure	Page 8-9
ARTICLE X.	Standing and Ad Hoc Committees	Page 9
ARTICLE XI.	Rules of Order	Page 10
ARTICLE XII.	Amendments	Page 10
ARTICLE XIII.	Ownership and Transfer of Property	Page 10
ARTICLE XIV.	Indemnifications	Page 10
ARTICLE XV.	Distribution of Assets upon Dissolution	Page 10
ENDNOTES		Page 11

GREATER ERIE COMMUNITY ACTION COMMITTEE

BYLAWS

ARTICLE I: NAME AND LOCATION

1.1 NAME: The name of the corporation shall be the Greater Erie Community Action Committee, a non-profit corporation under the laws of the Commonwealth of Pennsylvania, hereafter referred to as the "Committee".

1.2 LOCATION: The principal office of the Committee shall be within GECAC's Central Office or such a place where the Board of Directors designate.

ARTICLE II: PURPOSE

2.1 GENERAL PURPOSE: The purpose of the Committee is to provide a local organization for the development, establishment, coordination and/or operation of facilities and services in Erie County, Pennsylvania, and other targeted service areas, under the provision of the Omnibus Reconciliation Act of 1981 and Community Services Block Act of 1981 and as amended in 1998 by the Community Opportunities, Accountability, and Training and Educational Services Act of 1998, as well as such other anti-poverty, social and/or humanistic programs which have been or may hereafter be instituted by Federal, State, local governments, private individuals, and agencies or organizations. The Committee is organized and shall be operated for exclusively charitable and educational purposes within the meaning of Internal Revenue Code Section 501(c)(3) and the regulations promulgated thereunder.

2.2 SPECIFIC PURPOSE: The specific purposes for which the committee is formed shall be to mitigate and/or eliminate poverty and its causes; to promote self sufficiency and independence; to reduce barriers affecting quality of life for the economically disadvantaged, the elderly, the youth & children, through the provision/ facilitation of services and programs in: employment & training, youth development, education, outreach, housing, health services, transportation, economic development, homemaker, counseling, nutrition, case management, community organizing, legal services, weatherization/ energy, consumer services, recreation, services as directed by the Older Americans Act and/or PA Department of Aging and other services which will improve the conditions under which residents of the target area live, learn and work.

ARTICLE III: MEMBERS

3.1 MEMBERS: The Committee shall have no members. Any action, which would otherwise require approval by a majority of all members or approval by the members, shall require only approval of the Board of Directors. All rights, which would otherwise vest in the members, shall vest in the Board of Directors.

ARTICLE IV: BOARD OF DIRECTORS

4.1 AUTHORITY: The governing body of the Committee shall be the Board of Directors. All members of the Board shall fully participate in the development, planning, implementation and evaluation of the programs offered by the Committee in furtherance of its purpose. The Board of Directors shall have supervision, control and direction of the affairs of the Committee, shall actively promote and pursue the Committee's objectives, shall identify the needs of the area served by the Committee's programs and shall supervise the disbursement of the Committee's funds.

[Back to top](#)

4.2 NUMBER AND COMPOSITION: The Board of Directors shall consist of no fewer than 15 or more than 24 members, as from time to time determined by Board resolution, who shall be elected, selected, or appointed by the Board of Directors, for a term of one, two, three, four, or five years in the manner hereinafter provided. ² The Board of Directors shall be a tripartite board comprised of one-third public officials or their representatives, at least one-third representatives of the low-income sector and the remainder must be representatives of the community. Members of the Board of Directors shall be selected by the Board in accordance with requirements and Board approved policies and procedures. At least one member will have expertise in each of the following content areas: financial expertise, licensed attorney familiar with issues that come before the board,

4.3 LOW-INCOME DIRECTORS: Low-income Directors must be selected by a democratic procedure and be representative of low-income individuals and families who reside in the target service area. Directors who are selected to serve as low-income directors are not required to be low-income themselves, but if selected to represent a specific geographic area, they must live there and be truly representative of the racial and ethnic composition of the area served. The Board shall periodically review the community needs assessment to select or reselect areas of the community that are reflective of the low-income community.

4.4 PUBLIC OFFICIAL DIRECTORS: Public Official Directors must be elected public officials, holding office at their time of selection, or their representatives. The Board of Directors shall select the public officials to serve as board members. If a public official is not willing to serve personally on the Board of Directors, the public official may appoint a representative who shall serve as the Public Official Director. Elected officials shall serve on the Board only while they are in office. Representatives of Public Officials shall serve on the Board only while their official is in office or if re-designated by those in office. Public Officials who have been appointed to office may serve only if there are not sufficient elected officials who are available and willing to serve.

4.5 COMMUNITY REPRESENTATIVE DIRECTORS: Community Representative Directors shall consist of officials or members of major religious, minority, racial, or ethnic organizations; associations of Commerce, Industry, Business or organized labor associations; as well as Social Services Agencies, Educational Institutions, and Law Enforcement so as to assure that significant elements in the community are given a fair opportunity to participate in the policy-making processes of the Committee.

4.6 BOARD MEMBERS EMERITUS: The Directors may designate certain of its past members as Board Members Emeritus. These members may attend meetings and functions of the Board, but do not have voting privileges.

4.7 ADDITIONAL DIRECTORS: In the event additional Directors shall be needed to meet the requirements of Federal or State laws or regulations relative to participation by the poor for any other reasons, the Board of Directors may, on concurrence of 2/3 of its members voting at any meeting, create additional Director positions. Nothing herein set forth shall operate so as to nullify the requirements that at least 1/3 of the membership of the Board of Directors shall consist of representatives of the poor, nor that the membership of the Board of Directors shall not exceed 24 members.

4.8 DUPLICATION OF DIRECTORS: No representative may serve as a Director in more than one (1) of the tripartite classifications.

4.9 TERM OF OFFICE: Elections to the Board of Directors shall be for a term of one to five years commencing upon January 1 in the year following their election or appointment or as provided herein. The tenure for Low-income Directors and Community Representative Directors shall be at the discretion of the Board. Public Officials shall serve on the Board only while holding office. Representatives of Public Officials shall serve on the Board only while their official is in office or if re-designated by those in office.

[Back to top](#)

4.10 CONFLICT OF INTEREST: Board members are expressly prohibited from having a conflict of interest or from obtaining private gain for themselves or others as a result of the Committee's operations. Conflict of interest requirements restrict only Board members from exercising any function or responsibility in the performance of committee operations, if it affects his/her personal interest or the interest of any corporation, partnership, association in which he/she is directly or indirectly interested. On an annual basis, each Board member will be required to complete a statement of financial interest to disclose any interest which could cause a potential conflict of interest. The Statement of Financial Interest will be maintained on file.

wait a minimum of six (6) months before applying for paid position within the agency.

4.11 CONDUCT: The Board of Directors shall serve with obedience, diligence and loyalty. Directors shall adhere to the purpose and mission of the organization and follow rules and policies set by the Board. Failure to meet any of these duties may be grounds for removal from the Board of Directors

4.12 COMPENSATION: No Director shall receive any compensation from the Committee for services rendered as a Director. However, Directors may receive such reimbursement for expenses, if any, as may be fixed or determined by the Board.

4.13 REMOVAL: A Director may be removed from the Board for cause by an affirmative vote of three-fourths (3/4) of the Board of Directors. Additionally, Directors shall be expected to attend all Board meetings. Any Director with two consecutive unexcused absences or four absences in a twelve-month period may be removed from the Board. The Executive Committee of the Board shall oversee attendance and make recommendations to the Board to remove any member determined to be excessively absent and unable to fulfill his/her duties.

4.14 VACANCIES IN DIRECTORSHIP: Any vacancy in a low-income seat shall be filled in accordance with the democratic selection procedure approved by the Board of Directors. Any vacancy in a public official or community representative seat shall be filled by an appointment made by the official or organization who made the original appointment, or if no such replacement is made within thirty (30) days notice, then by the Board of Directors.

[Back to top](#)

ARTICLE V: DUTIES AND POWERS OF THE BOARD OF DIRECTORS

5.1 MANAGEMENT OF BUSINESS: The governing body of the Committee shall be the Board of Directors, as such the business of the Committee shall be managed by the Board of Directors.

5.2 DUTIES OF BOARD: It shall be the duty of the Board of Directors to develop, plan, implement, and evaluate all activities undertaken in its designated service area under the provisions of the Economic Opportunity Act of 1964, Community Services Act of 1974, the Omnibus Reconciliation Act of 1981, the Community Services Block Act of 1981 and all subsequent amendments, and other applicable provisions of legislation governing services within the scope of the Committee's mission. The Board of Directors shall be responsible for establishing and approving policies that govern all aspects of agency operations in accordance with applicable laws, regulations, performance standards and contracts.

5.3 ADDITIONAL AUTHORITY: In addition to the general power of the Board of Directors by virtue of their office, the powers and authority expressly given by law and elsewhere in these Bylaws, the following specific powers are expressly conferred on the Board of Directors:

- a. Review monthly board minutes of previous board meeting and committees reports prior to attending the regular monthly board meetings.
- b. appoint standing and special committees
- c. borrow money, to direct the investment and care of all funds and property of the Committee and to make appropriations for specific purposes.
- d. determine who shall be authorized on behalf of this Committee to sign bills, notes, receipts, acceptances, endorsements, checks, releases, contracts, and any other instruments; and generally to direct the business of the Committee.
- e. hire and dismiss the Chief Executive Officer in accordance with Board approved personnel policies; administration of actions governing other employees/potential employees is designated to the Chief Executive Officer and/or his designee in accordance with Board approved personnel policies.
- f. establish and approve policy governing contract and fiscal management.
- g. establish and approve policy governing the maintenance and provision for confidentiality of client and employee files.
- h. establish and approve policy governing non-discrimination to assure that employees, persons seeking employment, and persons seeking or receiving services are not discriminated against on the basis of race, religion, color, national origin, sex, age or handicaps.

5.4 PERSONAL LIABILITY OF DIRECTORS:

- a. Limitation of Liability. A Director shall not be personally liable for monetary damages as such for any action taken, or any failure to take any action, unless:
 - (i) the Director has breached or failed to perform the duties of his office under Subchapter B of Chapter 57 of the Nonprofit Corporation Law of 1988, as amended (15 Pa.C.S.A. §§ 5711-5717) or any successor provision thereof; and
 - (ii) the breach or failure to perform constitutes self-dealing, willful misconduct or recklessness.
- b. Exceptions. The provisions of Section 5.4a, above, shall not apply to:
 - (i) the responsibility of a Director pursuant to any criminal statute; or
 - (ii) the liability of a Director for the payment of taxes pursuant to local, state or federal law.

[Back to top](#)

- c. Conformity to Law. The provisions of this Section 5.4 are intended to conform to 15 Pa. C.S.A. § 5713, as amended, and shall be construed accordingly.

5.5 ANNUAL REPORT. Within a reasonable time after the end of each fiscal year, the Board shall present an annual report in conformity with the requirements of 15 Pa.C.S.A. § 5554, as amended. Such reports shall be verified by the Chairman or the Treasurer and shall show in appropriate detail the following information:

- a. the assets and liabilities of the Committee as of the end of such fiscal year;
- b. the principal changes in the assets and liabilities occurring during such year;
- c. the revenue, receipts and sources of income, both restricted and unrestricted, for such year;
- d. the expenses or disbursements of the Committee, for both restricted and unrestricted purposes, for such year; and
- e. a statement of the names and addresses of the Directors of the Committee as of the end of such year.

This report shall be filed with the minutes of the annual meeting of the Directors.

[Back to top](#)

ARTICLE VI: OFFICERS

6.1 OFFICERS: The officers of this Committee shall be the Chairperson, Vice Chairperson, Secretary, and Treasurer. All officers must be voting members of the Board of Directors in good standing. No two offices may be held by the same person. The officers shall be selected by the Board of Directors to fairly represent the distribution of representation on the Board of Directors.

6.2 ELECTIONS OF OFFICERS: The nominating committee shall submit at the November meeting the names of those persons nominated for the respective offices. Nominations shall also be received from the floor after the report of the nominating committee. The election shall be held at the December meeting, and those elected shall serve for a term of one (1) year, commencing January 1, or until their successors have been duly elected and qualified. Officers and members of the Executive Committee shall be eligible to succeed themselves in their respective offices in accordance with 6.3

6.3 TERMS OF OFFICE FOR OFFICERS: No leadership position on the Board may be held for more than four consecutive years with at least one year of absence required to break a consecutive chain.

6.4 REMOVAL OF OFFICER: The Board of Directors with the concurrence of $\frac{3}{4}$ of the Directors voting at the meeting may remove any officer or member of the Executive Committee and elect a successor for the unexpired term.

6.5 VACANCIES: In the event a vacancy occurs in any office or in the Executive Committee for any reason, the Executive Committee may fill that vacancy, and the person selected shall serve the unexpired term.

6.6 CHAIRPERSON: The Chairperson shall be the Chief Volunteer Officer of this Committee.

He/she shall preside at all meetings of the directors.

He/she shall preside at all meetings of the Executive Committee.

He/she shall have general and active management of the business of this Committee. He/

she shall see that all orders and resolutions of the Board of Directors are carried out.

He/she shall execute all bonds, mortgages, and all contracts of this Committee, affixing the corporate seal thereto.

He/she shall have general superintendence and direction of all other officers of this Committee and see that their duties are properly performed.

He/she shall submit a report of the operations of Committee for the fiscal year to the Board of Directors at their annual meetings, and from time to time, shall report to the Board of Directors all matters that may affect this Committee.

He/she shall be ex-officio member of all standing committees and shall have the powers and duties usually vested in the office of the Chairperson.

He/she, with concurrence of the Board, shall delegate certain of these responsibilities, duties and authority to the Chief Executive Officer.

6.7 VICE CHAIRPERSON: The Vice Chairperson shall be vested with all the powers and shall perform all the duties of the Chairperson during the absence of the latter.

[Back to top](#)

He/she shall have such other duties as may, from time to time, be determined by the Board of Directors.

6.8 SECRETARY: The Secretary shall attend all sessions of the Board of Directors and of the Executive Committee, and all meetings of members, and act as a clerk thereof.

He/she shall ⁸review all votes and sign the minutes of the general board proceedings and executive meetings in a book to be kept for that purpose.

He/she shall, when required, perform a like service for all standing committees. He/

she shall send notices of all meetings to the members of the Board of Directors.

He/she shall perform such other duties as may be prescribed by the Board of Directors or the Chairperson under whose supervision he/she shall be.

He/she is ⁹authorized to keep the corporate seal and all of the books and records of this Committee, except as may be otherwise provided.

6.9 TREASURER: The Treasurer, under the direction of the Board of Directors, shall have ¹⁰oversight of the Finance Committee.

He/she shall direct the payment of all vouchers according to established financial procedures, including OMB Circular A-122, Cost Principles for Non-Profit Organizations and/or subsequent amendments.

He/she shall make a complete and accurate report of the finances of this Committee at each annual meeting of the Board of Directors, or at any other time upon request to the Board of Directors.

It shall also be the duty of the Treasurer to ¹¹attend the annual corporate audit report and present it to the board at large for final vote. To oversee the Single Audit Act of 1984 and the Office of Management and Budget Circular A-133 and/or subsequent amendments to these Acts.

[Back to top](#)

ARTICLE VII: STAFF

7.1 CHIEF EXECUTIVE OFFICER: The Board of Directors shall employ a Chief Executive Officer who shall be responsible for the conduct of the Committee's business under the direction and supervision of the Board of Directors. The Chief Executive Officer, subject to approval by the Board of Directors, shall have the power to employ, assign, release or suspend without pay or discharge all staff of the Committee in accordance with the Personnel Policies and Practices, which have been established by the Board of Directors. All acts or duties of the Chief Executive Officer shall be subject to review by the Board of Directors at any time at the discretion of the Board.

7.2 STAFF: No staff person (including the Chief Executive Officer) may serve on the Board. Staff may, however, attend meetings in a non-voting capacity and may serve as staff resource to the Board of Directors and to standing and ad hoc committees.

ARTICLE VIII: PETITIONS FOR REPRESENTATION OR RECONSIDERATION BY AREA RESIDENTS

8.1 PETITIONS: Any representative group of the poor or community agency, which feels it is inadequately represented by the Committee or has any grievance to present, may present a petition to the Board of Directors setting forth in detail their grievances and suggestions as to what action they desire to be taken. The petition must contain the name, address, and signature of at least 25% of the residents who reside within the affected area or 33% of those clients served by a community agency. Upon receipt of such a petition, the Board of Directors of the Committee shall provide the petitioners with a prompt and informal hearing at a regular or special meeting and/or appropriate committee to investigate the grievances and make a report to the Board of Directors.

ARTICLE IX: MEETINGS AND PARLIAMENTARY PROCEDURE

9.1 MEETINGS: The Board of Directors shall meet at least once a month at the call of the Chairperson. At the discretion of the Chairperson, meetings may be eliminated in July or August. Special meetings may be called by the Chairperson upon three days notice or upon petitions of ten (10) or more members of the Board of Directors addressed to the Chairperson.

9.2 ¹⁶NOTICE OF MEETINGS: Notice of all meetings, an agenda, and a copy of the minutes of the last meeting, or minutes of a special meeting shall be sent through the mail or electronically or made available on any board-designated portal at least five (5) days prior to the regular meeting.

9.3 ¹²PARTICIPATION: In-person participation is preferred. Members of the Board of Directors or any committee designated thereby may participate in a meeting of the Board or such committee by means in person or video conference, telephone or similar electronic communication equipment by means of which all persons participating in the meeting can hear each other at the same time and participation by such means shall constitute presence in person at the meeting; provided, however, that the members of the public attending the meeting must also be able to hear all persons participating in the meeting.

9.4 QUORUM: A quorum for the purpose of holding any meeting of the Board of Directors shall consist of a simple majority of non-vacant seats of the total membership of the Board of Directors. The existence of a quorum shall not thereafter be questioned once it has been declared by the presiding officer to exist at a meeting or an adjourned meeting.

[Back to top](#)

9.5 ¹³**MAJORITY VOTE:** A simple majority of those participating in person or via telephone and voting shall be required to pass any motion or resolution at any meeting of the Board of Directors, unless otherwise provided by these Bylaws.

9.6 ¹⁴**ACTION WITHOUT A MEETING.** Any action required or permitted to be taken at a meeting of the Board of Directors may be taken without a meeting if a consent in writing setting forth the action so taken is signed by all of the directors entitled to vote on the matter. Action taken without a meeting is effective when the last director signs the consent, unless the consent specifies a later effective date. Such written consent or consents shall be filed with the minutes of the Board of Directors. Action shall also be allowed by e-mail voting as long as such e-mail vote is also by unanimous consent, meaning that the Board of Directors or committee needs a response from every Board or committee member and all must vote yes in order for the action to be valid. Actions by e-mail voting are the equivalent of a unanimous written consent.

9.7 **MINUTES:** The Board shall keep for each meeting written minutes which include a record of votes on all motions. The Board shall also make available to the public upon request translations of the minutes in areas where a significant portion of the poverty population does not speak English. The cost of translating will be the responsibility of the requester.

9.8 ¹⁵**PROXY VOTING:** Voting by proxy is not permitted at meetings of the Board or of its committees. This prohibition applies equally to all members of the Board.

ARTICLE X: STANDING AND AD HOC COMMITTEES

10.1 COMMITTEES: The Chairperson shall create all standing or ad hoc committees as proper and necessary to fulfill the object and purpose of the Committee and shall appoint members of the Board of Directors to such committees, subject to approval of the Board of Directors. The Chairperson may appoint non-members to committees subject to approval of the Board of Directors. At least 1/3 of the membership of each policy-making committee must be representative of low-income and shall fairly reflect the composition of the full Board.

10.2 EXECUTIVE COMMITTEE: The Board of Directors shall create an Executive Committee to consist of the Chairperson, Vice Chairperson, Secretary, Treasurer and Chair of the Management Committee; subject to Board approval, to serve for one year each. The immediate past Chairperson, if still a member of the Board of Directors, shall automatically become a member of the Executive Committee. At least 1/3 of the members of the Executive Committee shall be comprised of Low-income Directors. The Chairperson has the authority to appoint other members of the Board as may be necessary to comply with this regulation.

10.3 STANDING COMMITTEES: There shall be the following standing committees in addition to the Executive Committee:

Management Committee: The Chairperson shall appoint members to this committee. The Management Committee shall be the principal arm of the Board concerning: financial operations, personnel administration, contractual relations and general administration.

Ways and Means Committee: The Chairperson shall appoint members to this committee. The Ways and Means Committee shall be the principal arm of the Board concerning: community needs and resources, program priorities, proposal review and program evaluation.

Nominating Committee: The Chairperson shall appoint members to this committee. The Nominating Committee shall be the principal arm of the Board concerning filling Director seats in compliance with the bylaws and Board approved policies and procedures.

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for appropriateness and compliance and update bylaws as deemed necessary

[Back to top](#)

ARTICLE XI: RULES OF ORDER

11.1 ROBERT'S RULES OF ORDER: Robert's Rules of Order shall govern the proceedings of all meetings of the organization and component parts except as provided in the Bylaws. In the event of any Bylaw, motion, resolution, rule of act of this Committee is in violation of any regulation of any Federal or State Agency providing funds for any activity or service of the Committee, said rule, etc. shall be declared invalid.

ARTICLE XII: AMENDMENTS

12.1 AMENDMENTS: These Bylaws may be amended by an affirmative vote of 2/3 of the members of the Board of Directors voting on said amendment, provided that the text of the proposed amendment shall have been presented at a meeting preceding the meeting at which it will be voted upon and further provided that a copy thereof be sent to all members at least fifteen (15) days in advance of the second meeting.

ARTICLE XIII: OWNERSHIP AND TRANSFER OF PROPERTY

13.1 AUTHORITY: The Board of Directors shall have the right to borrow money and give security for such loans; to acquire real and personal property by purchase, lease, gift, devise or otherwise; to finance and construct building or other facilities primarily for occupancy or use of the Committee; to hold real and personal property and to dispose of the same by sale or otherwise; mortgage, lease, or hypothecate said real and personal property or any part thereof.

13.2 DELEGATION: The Board of Directors may delegate its power and authority under this Article as indicated in Article V, Section 5.2.

ARTICLE XIV: INDEMNIFICATION

14.1 INDEMNIFICATION The Committee shall indemnify and hold harmless any present or former director or officer of the Committee from any and all liability, including costs or expenses actually and necessarily incurred by any of them, with respect to any action, suit, or proceeding to which any of them is made a party by reason of such person holding the position of director or officer; provided that such person shall, with respect to the matters raised in such action, suit or proceeding, have acted in good faith and in a manner be reasonably believed to be in, and not opposed to, the best interests of the Committee; provided, further, that this indemnification shall not be applicable in the event that such person is finally adjudicated to have been liable for gross negligence or misconduct in the performance of his duty to the Committee. The indemnification herein provided shall also extend to good faith expenditures, incurred in anticipation or of preparation for threatened or proposed litigation. The Board of Directors may, in its sole judgment, extend the indemnification to cover the good faith settlement or any such action, suit, or proceeding, whether formally instituted or not.

ARTICLE XV: DISTRIBUTION OF ASSETS UPON DISSOLUTION

15.1 DISSOLUTION: Upon the dissolution of the Committee, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the Committee, dispose of all of the assets of the Committee in compliance with applicable State law, IRS regulations and CSA instructions and regulations, exclusively for the purpose of the Committee in such manner, or to such organization or organizations of scientific purposes as shall at the time qualify as an exempt organization or organizations under Section 501 (c) (3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine, subject to the provisions of the Economic Opportunity Act of 1964; as amended, shall be disposed of by the Court of Common Pleas of Erie County, Pennsylvania exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

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- ¹ Amended April 16, 2019 [*principal office of the Committee*]
 - ² Addition to bylaws effective April 16, 2019 [*Tripartite appendix*] to bylaws effective April 16, 2019
 - ³ ~~Addition to bylaws effective April 16, 2019 [*Board members emeritus appendix*]~~
 - ⁴ Amended January 15, 2019 [*Board employment with Agency*]
 - ⁵ Amended December 17, 2019 [*review monthly board minutes*]
 - ⁶ Amended December 17, 2019 [*renumbering Article VI section 6*]
 - ⁷ Amended December 17, 2019 [*nominees names submitted*]
 - ⁸ Amended December 17, 2019 [*Secretary Duties*]
 - ⁹ Amended December 17, 2019 [*corporate seal*]
 - ¹⁰ Amended December 17, 2019 [*Treasurer duties oversight of finance committee*]
 - ¹¹ Amended December 17, 2019 [*Treasurer duties attend annual audit report*]
 - ¹² Amended June 19, 2018 [*participation by telephone*]
 - ¹³ Amended June 19, 2018 [*telephone vote*]
 - ¹⁴ Amended June 19, 2018 [*action without a meeting*]
 - ¹⁵ Amended June 19, 2018 [*proxy Voting*]
 - ¹⁶ Amended January 15, 2019 [*Bylaws Committee as a standing committee*]
- Tripartite chart removed and replaced only as an appendix to bylaws
Removal of the Finance Committee as a standing committee
Removal of the number and composition for early childhood expertise
- “Amended February 20, 2024 Notice of Meetings (removed the word “written” minutes)
“Amended February 20, 2024 Participation (removed by telephone) (Participation-In person is preferred)
“Amended February 20, 2024 Participation (added in person, video)

