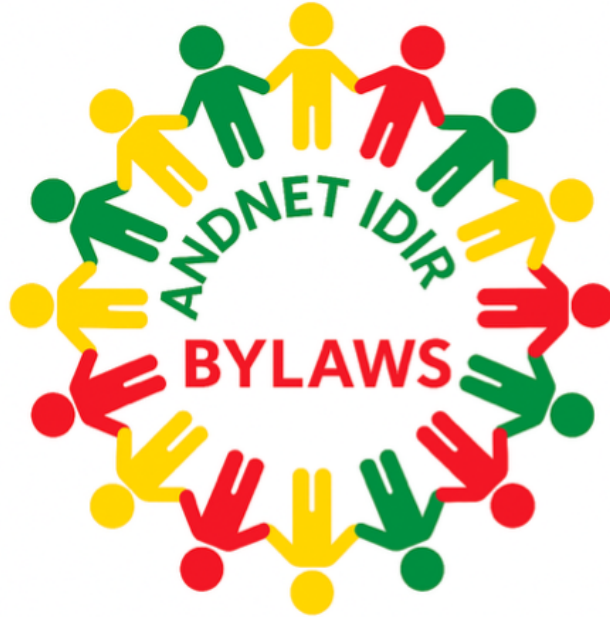


Andnet Idir Bylaws



Mailing Address
7052 Santa Teresa Blvd #105
San Jose, CA 95139

Our ancestors' motto is "webs woven, can snare the lion and tame it." Therefore, they used to live their social lives together, united by faith, Association, and sacrifice, and solve their problems. We, Ethiopians and Ethiopian Americans living in the San Jose area of California, North America, have established this Foundation that we have long desired. Developing our Foundation and strengthening our unity are shared responsibilities among all of us.

May 5, 2025

Andnet Idir Bylaws

Introduction

We, Ethiopians and Ethiopian Americans living in San Jose and the surrounding cities, have established a long-awaited foundation. Foundations are our traditional values that have been established in various forms for various services. This detail is explained in the bylaws.

The purpose and function of Andnet Idir, as explained below, is to provide financial, moral, and other social support to members who have fulfilled their rights and obligations in the event of their death or that of a family member, as soon as the situation arises.

This bylaw, which includes articles 01 to 17, shall serve as the bylaws of the Ethiopian Unity Foundation.

Part One

Définitions

1. Foundations are social service institutions established to provide financial and moral support in the event of a death.
2. A householder is a family or individual who is a member of the household and has accepted the laws and regulations of the Foundation.
3. A family includes a husband and wife and children up to 21 years of age.
4. A husband and wife are members who are legally married and not divorced, and live at the same address, and whose names are mentioned in the household application.
5. Children are those up to 21 years of age who live with their parents and are mentioned in the application.
6. A guest is a temporary resident who comes from another area at any time for a visit and stays at the householder's residence for up to six months. However, if they remain at the householder's address for more than six months, they are not considered a guest. In this case, the Foundation may request evidence as needed.
7. *Whatever is stated in the male gender also applies to the female gender.*

Chapter Two

Characteristics of the Foundation

Article 1 – Name

- 1.1 The Foundation shall be called the Ethiopian Unity Foundation.

Article 2 - Address of the Foundation

2.1 The address of the Foundation is in the City of San Jose, Santa Clara County, State of California.

Article 3 - Purpose of the Association

3.1 To organize Ethiopians and Ethiopian Americans living in San Jose and its surrounding areas in accordance with our unique and homegrown culture, to support each other in thought, monetary, and other services during times of death and funeral.

3.2 To request and offer appropriate cooperation as stipulated by the organization's regulations when the deceased or their spouse and children are unable to support themselves due to serious illness.

3.3 To do everything necessary in accordance with the bylaws if the deceased decides to send the body to Ethiopia.

3.4 To carry out all activities that will help build a supportive and caring community, and do the right thing with the appropriate bodies.

3.5 To pass on our indigenous and long-tested culture to our children, and to establish a strong and healthy family.

Article 4 - Legal Entity

4.1 The Association shall have its own legal entity from the date of its charter in accordance with the laws and regulations of the State of California.

4.2 This Association shall be financed by the contributions of its members and the income from various donors. It shall continue to be a non-profit organization.

4.3 Subject to the general provisions of the foregoing, it shall enter into any contract; sue; be sued; and manage property and funds.

4.4 This Bylaw is designed to operate in accordance with the laws of the State or the provisions of the State.

Article 5 - Sources of Income of the Association

5.1 Membership Registration and Monthly Fees

5.2 The budget relies on Various Sources of Income Generated by the Members of the Association, such as Individuals and Organizations, etc.

Section Three
Article 6 – Membership

6.1 The Association shall not be subject to any discrimination based on race, religion, or color. It does not discriminate based on gender or political affiliation.

6.2 Any applicant 18 years of age or older with a valid California state ID may apply for membership by completing the application form provided.

6.3 After accepting the rules of the Association and providing the information requested by the Association, the Association will register the member as a member and provide them with a membership ID card if they are satisfied with the information.

6.4 To become a new member of the Association, they must pay a registration fee of \$300.00 (three hundred dollars) and a monthly contribution. They must wait one year to receive the benefits.

6.5 A member shall be entitled to the various membership rights and benefits when he/she has paid the fees for twelve months (one year) and has paid them continuously.

6.6 If the children of the member of the Association who are over 21 years of age wish to become individual members, they will be able to benefit from the benefits of the Association within a period of six months after the termination of the family benefits of the Association, they will be able to become individual members of the Association without any registration fee and without any waiting period.

Article 7 - Registration Procedure

Any applicant to be a member of the Association must first meet the following requirements:

7.1 Any person residing in the State of California who has a valid identification card may be a member.

7.2 Membership application forms must be completed and submitted in person.

7.3 Any new member shall provide identification and other necessary information for herself/himself and her/his family members upon registration.

7.4 The Association shall not be obligated to accept the applicant if he/she is not satisfied with the accuracy of the information provided.

Article 8 - Rights

8.1 A member shall have the right to vote and to be elected if she/he has been a member of the Association for one year.

8.2 A member shall have the right to express his/her opinion freely from the time of registration.

8.3 - A member shall be entitled to full membership rights upon confirmation of full payment of dues for twelve months (one year).

8.4 A member who has been a member for 12 months and whose family members have been registered under the rules shall be entitled to any benefit permitted by the regulations.

8.5 When a member of the Association dies, the member shall be entitled to receive any benefit permitted by the rules. In the event of the death of a member of the Association, the member shall be entitled to receive a payment from the Association's account, based on the period of time the member has been in the Association, to cover the expenses of carrying out the funeral ceremony and repatriating the body to his/her home country, as per the wishes of the member. The General Assembly may adjust the payment amount as necessary.

8.5.1 If a member of the Association has not completed one year, and a death occurs in the family of the member of the Association:

- The Association shall send a message to the members.
- The Association shall coordinate with its members to console the family and to arrange a suitable burial or cremation.
- They can freely express their opinions and make their own choices.

8.5.2 If the member has been a member for more than 1 (one) year and less than 2 (two) years:

- All the rights mentioned in paragraph 8.5.1
- The member can freely express their opinion, vote, and be elected.
- Shall receive the funeral ceremony cost of \$10,000.

8.5.3 If the member has been a member for more than 2 (two) and less than 3 (three) years:

- The funeral ceremony costs \$15,000 and will be paid in accordance with the provisions of paragraph 8.5.2.

8.5.4 If the member has been a member for more than 3 (three) years:

- The funeral ceremony cost of \$20,000 shall be paid, subject to the provisions of paragraph 8.5.2.

Less than one(1)	More than 1 (one) year and less than 2 (two) years	More than 2 (two) years and less than 3 (three) years	More than 3 (three) years
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Send a Message to members.	Send a Message to members.	Send a Message to members.	Send a Message to members.
Comfort Family Members	Comfort Family Members	Comfort Family Members	Comfort Family Members
	Can vote and be elected	Can vote and be elected	Can vote and be elected
	Payable to the family \$10,000 per person	Payable to the family \$15,000 per person	Payable to the family \$20,000 per person

Distribution of the amount

A. If the husband dies, the wife

B. If the wife dies, the husband

C. To the person named in the application (Beneficiary)

D. If no party is named in the application, the application will be processed as described in Article 9.13

8.6 In the event of the death of a guest at the residence of a member, only the member of the Association at the address where the guest is staying will be paid \$2,000.00. Only one payment will be made for one incident.

8.7 If a member notifies the Board in writing that he is temporarily unable to pay his monthly membership fee due to illness or other personal problems, and the Board has studied and discussed the member's request and confirmed that he is temporarily unable to pay, he may continue his membership for up to one year without charge. If he encounters any problems during this period, he will receive assistance or payment in accordance with the rules. The Board will inform the General Assembly of the matter.

8.8 If a member is found to have no income for more than one year other than that specified in 8.7, the Board shall examine the situation and submit the necessary information to the General Assembly for approval to continue the payment of the member for more than one year.

8.9 In the event of the death of an unmarried member, the Beneficiary specified in the application shall be entitled to continue the payment of the membership fee as a new member for a period of six (6) months after the member's death. This new member shall be entitled to the benefits specified in Article 8.5.

8.10 In the event of the death of a close family member, i.e., a brother or sister, the assistance specified in the bylaws shall be provided in accordance with the provisions of Article 8.6.

8.11 If a married couple who were members of the Association divorces, they can continue their membership by filling out a new membership application in their own names. In this case, no additional registration fee will be charged. If the members re-register within six months of the divorce, they will receive the full benefits of the Association without any waiting period.

8.12 If a member moves to another area due to work or other reasons, they may continue their membership through an agent.

8.13 If a member does not wish to continue as an Association member, the right to terminate is reserved, and the amount paid for membership will not be refunded until the date of submitting the request. However, if a member who has spent 6 months in advance requests termination of the Association, 20% of the service fee will be deducted, and the remaining amount will be refunded. If the annual fee is paid and the request is made in the first payment, the second six months will be refunded in full.

8.14 If a member dies for any reason and moves to another location, the payment shall be made to the Beneficiary named in the application, provided that legal proof of death is provided and the required membership obligations are fulfilled.

8.15 If a member leaves the Association and moves to another city or State and continues to pay the membership fees in accordance with the rules, his membership rights shall be maintained. Still, he shall not be obliged to do what is mentioned in articles 9.11 and 9.12, and the members shall not be obliged to do so.

Article 9 - Obligations

9.1 To fulfill the obligations required by the rules of the Association.

9.2 To attend the general meeting unless there is a compelling reason.

9.3 The first-time member shall pay \$300.00 (three hundred dollars).

9.4 The monthly membership fee is \$30.00 (thirty dollars) per month. The payment is made only twice a year: the first from January 1 to January 31, without a penalty of \$180.00, and the second from July 1 to July 31, without a penalty of \$180.00, or the annual payment can be made at once from January 1 to January 31 for \$360.00. Still, a member who misses the deadline, i.e., after February 1 or August 1, will pay an additional \$50.00 penalty.

9.5 A member who fails to pay the fee on time will pay a \$50 penalty. Still, suppose there is a hardship beyond his control, such as being hospitalized, in prison, or suffering from a mental illness. In that case, he will be excused from paying the fine, which can only be done upon providing sufficient evidence.

9.6 If an accident occurs to the Beneficiary or his family without fulfilling the six-month payment requirement without encountering the problem mentioned in Article 9.5, he cannot receive the payment and assistance allocated according to the law.

9.7 Each member is obliged to pay their contribution within the specified time limit.

9.8 A beneficiary is entitled to membership when they pay their contributions for twelve months (one year) continuously. The payment is in accordance with Article 8.5.

9.9 A member who has applied for membership and has been accepted must inform the organization of any changes concerning himself and his family by filling in the registration form prepared for the society.

9.10 Each member is expected to contribute to the establishment of closeness, goodwill, understanding, and mutual assistance among the beneficiaries.

9.11 When a member dies, the members are responsible for arranging, coordinating, burying, or comforting the deceased's family.

9.12 All members shall be present at the funeral home or at a designated location during the funeral or burial ceremony. They shall be responsible for the duties/programs assigned to them by the family or the Board.

9.13 When a member who has no family or representative passes away, the management committee of the Association shall conduct the funeral ceremony in accordance with the rules.

9.14 The Executive Committee of the Association shall discharge its responsibilities in accordance with the order issued by the Association.

Article 10 - Termination of membership

10.1 When a member resigns from the Association in writing and returns the membership card issued by the Association.

10.2 When they die alone, or when both spouses die without legal heirs.

10.3 When disciplinary action is taken against a member under this regulation.

10.4 If a member changes their place of residence for any reason and ceases to pay their membership fee, and if the provisions of Articles 10.1 and 10.3 are fulfilled, he/she shall not be entitled to a refund of the amount paid earlier.

Article 11 - Re-entry into membership

11.1 If a member has not paid their membership fee for six months, they may resume their membership by paying the outstanding amount due from the date of termination, the next six months' fee, and a fine of one hundred dollars within thirty (30) days.

11.2 If a member has not paid for more than six months, he/she shall be deemed to have voluntarily resigned from the Association. However, suppose the person wishes to rejoin the Association in a new form. In that case, the Board of Directors may, upon consideration of the application, permit them to reinstate their membership, subject to a one-year waiting period as provided in Article 6.4.

11.3 However, if he/she has been removed for violating the Association's rules and regulations and has been removed for disciplinary reasons, he/she shall not be eligible to join the Association.

Section Four

Article 12 - Organizational Structure

The Association shall have a three-tiered organizational structure, an Audit and Control Committee elected by the General Assembly, and a five-member Constitution, Amendment, and The Advisory Committee is to be proposed by the Board of Directors and approved by the General Assembly. Accordingly, it consists of: -

- General Assembly
- Board of Directors
- Members
- Editorial and Supervisory Committee
- Constitution Interpretation, Amendment, and Advisory Committee.

12.1 Powers and Responsibilities of the General Assembly

12.1.1 The General Assembly is the highest Authority in all matters of the Association. The General Assembly shall lead and supervise the Association.

12.1.2 The General Assembly shall meet once a year. A special meeting shall be called at the request of the Board of Directors or 1/3 of the members. The Board Chairman shall chair the meeting.

12.1.3 The General Assembly shall elect the Executive Committee and shall conduct the election of the members of the Board of Directors and the Supervisory Committee through a democratic process.

12.1.4 The Nominating Committee shall immediately notify the Assembly of its results upon completion of its work.

12.1.5 A general meeting shall be deemed to be a quorum if more than half (51%) of the members are present.

12.1.6 If the general meeting is convened and the quorum is not reached, the second meeting shall be deemed to be quorate if more than 1/3 of the members present are present. In the case of significant matters, i.e., in the ordinary session (12.1.12 to 12.1.15), decisions may be made by discussion with the members present.

12.1.7 The general meeting shall elect a seven-member Board of Directors and a three-member Audit and Supervisory Committee. In addition, three alternate Board members and one alternate Audit/Supervisory Committee member shall be appointed, if necessary. They shall serve as alternates based on the votes they receive.

12.1.8 Fourteen candidates shall be nominated for election to the seven-member Board of Directors, and six candidates shall be nominated for election to the three-member Audit Committee.

12.1.9 No related members shall serve on the Board of Directors at the same time.

12.1.10 The General Assembly shall hear, discuss, and decide on the reports of the Board and the Audit Committee.

12.1.11 When the Articles of Association of the Association are requested to be amended or changed by 2/3 of the members of the Assembly or when the Board discusses and agrees in a meeting and submits it to the Assembly, the General Assembly shall select a law drafting Committee to be convened and, after studying it, approve it.

12.1.12 A 2/3 vote of the members is required to amend or change the Articles of the Association.

12.1.13 Approves the operating budget of the Association.

12.1.14 Listens to reports submitted on various issues and makes decisions as necessary.

12.1.15 A 3/4 vote of the General Assembly is required to terminate the legal personality and services of the Association.

Article 12.2- Powers and Responsibilities of the Board of Directors

12.2.1 The Board of Directors shall exercise all powers and responsibilities conferred upon it by these Bylaws to carry out the objectives of the Association. In the event of an emergency that exceeds the Board's capacity, it shall convene a special meeting. It shall convene an emergency meeting, discuss, decide, authorize, hold a meeting of the members, and answer and explain any questions raised.

12.2.2 It shall convene and discuss matters beyond the competence and responsibility of the Board and submit a report to the General Assembly.

12.2.3 The Executive Director shall submit a report on his/her work to the Board meeting.

12.2.4 There shall be a Board of Directors consisting of seven members who shall manage the Association in accordance with the powers and responsibilities conferred upon it by the Bylaws.

12.2.5 The term of office of the Board members shall be two years, and the election shall be held annually in March. Three (3) or four (4) new Board members shall be elected at each annual election.

12.2.6 A Board member may serve for a maximum of two consecutive terms.

12.2.7 If a Board member resigns from office for any reason, the Board shall elect a replacement from among the remaining Board members to serve the remainder of the term until the next election. The Board shall notify the General Assembly.

12.2.8 If, at any election of Board members, a member of the Board's Executive Committee is re-elected to the Board, the distribution of duties shall be made anew when the current members meet with the existing members.

12.2.9 A Board member who has served for two consecutive terms must wait for at least one term (two years) before being re-elected.

12.2.10 The Board shall elect three (3) Executive Committee members from among the Board members.

12.2.11 The Board shall delegate to the Executive Committee to carry out the day-to-day operations of the Association.

12.2.12 It shall visit a member who has suffered a serious accident; a member who is seriously ill; and the family shall be supported and reassured.

12.2.13 It shall monitor the financial status of the Association; it shall develop and implement various fundraising methods to increase the Association's ability to pay. If the Association's savings are insufficient to support 10 (ten) members, it shall convene an emergency meeting or

inform the Annual General Meeting of the situation. It shall then decide at the General Meeting to make an additional one-time contribution and implement it.

12.2.14 The members of the Executive Committee shall be as follows:

- a. Chairman
- b. Vice-Chairman
- c. Secretary General

12.3 - Chairman

12.3.1 The Chairman shall always be the President of the Association.

12.3.2 Shall preside over the General Assembly and the meetings of the Board as Chairman.

12.3.3 Shall sign the cheques of the Association together with the Accountant of the Association, and in the absence of the Accountant, he shall sign the cheques together with the Secretary General.

12.3.4 Shall sign the Committee's performance report and the receipts and disbursements.

12.3.5 Shall represent the Association in any matter concerning the Association in accordance with these Bylaws and the instructions given by the General Assembly or the Board of Directors. He shall communicate with external parties on behalf of the Association.

12.3.6 Shall ensure that the decisions of the General Assembly and the Board of Directors are correctly implemented.

12.3.7 Shall supervise and assist the work of various subcommittees established under the leadership of the members of the Board of Directors.

12.4 - Vice-Chairman

12.4.1 Shall replace the Chairman in the absence or incapacity of the Chairman and shall perform all the duties listed above. The Vice-Chairman shall have all the powers of the Chairman.

12.4.2 Shall serve the Board as an assistant to the Chairman.

12.4.3 Shall work in consultation with the Chairman or as delegated by the Executive Committee or the Board in all the various work areas deemed necessary to carry out the objectives of the Board.

12.4.4 Shall establish subcommittees as necessary and shall guide their work.

12.5 Secretary

The Secretary of the Board of Directors shall have the following responsibilities:

12.5.1 Prepares and maintains official minutes for meetings of the General Assembly and the Board of Directors.

12.5.2 Prepares the agenda in consultation with the Chairperson; notifies the members in writing or otherwise of the dates and times of meetings.

12.5.3 Notifies the Treasurer and the Accounting Officer in writing of the funds to be spent when approved by the Board of Directors.

12.5.4 Presides over the meetings of the Board of Directors in the absence of the Chairman or Vice-Chairman.

12.5.5 Keeps a register of members and keeps it up to date.

12.5.6 Keeps all documents, seals, and mailbox keys of the Board of Directors.

12.5.7 Any records of the Authority in his/her possession shall be duly submitted and examined by the Control Committee whenever required for its work.

12.6 - Accounting and Property Officer

12.6.1 Maintains the accounts and receipts of the Association.

12.6.2 Signs and submits to the Chairman the checks for payments made to members in times of emergency and other fees.

12.6.3 Prepares and submits the accounts of the Association.

12.6.4 Submits the accounts, checks, and receipts of the Association to the Audit Committee when required. He also examines the accounts.

12.6.5 Prepares the operating budget of the Association. It is presented to the Board for discussion and submitted to the General Assembly. When approved, it works with the Treasurer to implement it.

12.6.6 Monitors whether expenses are incurred in accordance with the rules.

12.6.7 Monitors the condition of the assets of the Association.

12.7 - Treasurer

12.7.1 He/She shall collect the money due to the Association in accordance with the bylaws and deposit it in the Association's bank account from time to time.

12.7.2 When the Treasurer terminates his/her term of office or resigns for any other reason, he shall hand over the money and property in his possession to his successor through auditors.

12.8 - Public Relations Officer

12.8.1 Shall cooperate with the Secretariat in carrying out any publicity work related to the Association.

12.8.2 Shall monitor the problems and complaints of members and inform the Board of Directors in writing.

12.8.3 Shall establish relations with similar institutions that help to achieve the objectives of the Association and study the situation of benefits and assistance. He/She shall also submit a report to the Board and facilitate the Association's receipt of better services.

12.8.4 Conducts general studies on the smooth functioning of the organization and submits a report to the Board.

12.8.5 Studies how the organization can benefit from group insurance and submits a report to the Board.

12.8.6 Is responsible for establishing, managing, and developing the organization's website.

12.8.7 Registers the organization's domain name and renews it annually to ensure that its registration does not expire.

12.8.8 Develops programs that will help create a strong and healthy family in collaboration with appropriate and relevant parties.

12.9 - Social Affairs Committee

12.9.1 When members experience a bereavement, it provides the necessary support by discussing it closely with the bereaved.

12.9.2 Liaise with relevant institutions and service providers regarding burial sites, transportation, police, and other matters, and submit necessary research and performance reports to the Board.

12.9.3 Assign and supervise the funeral home attendants.

12.10 - Audit and Control Committee

The General Assembly shall elect a three-member Audit and Control Committee. The Audit and Control Committee shall be accountable to the General Assembly and shall have the following responsibilities.

12.10.1 Twice a year, it shall audit the general administration, accounting, and property status of the Association and submit a detailed report to the General Assembly.

12.10.2 It shall advise on timely solutions to problems arising from the Association's activities.

12.10.3 It shall monitor the proper implementation of the Association's bylaws and the implementation of the budgets.

12.10.4 It shall monitor the proper implementation of the bylaws by observing the guidelines recorded in the bylaws at every stage.

12.10.5 It shall advise on property, financial management, and administration before violations and errors.

12.10.6 The Committee shall have regular meeting dates. It shall meet at least once a month. However, it shall meet when urgent matters arise, and it is necessary to hold an additional meeting.

12.10.7 The Committee shall review the finances, property, and operations of the Board of Directors at any time.

12.10.8 The term of office of the Audit and Control Committee shall be three years, and the election shall be held at the General Assembly meeting in March.

12.11 – Division of Work of the Audit and Control Committee

12.11.1 The Committee shall elect one of the following: a chairman, a secretary, and a third member.

12.12 - Responsibilities of the Audit and Control Committee Chairperson

12.12.1 Represents the Audit and Control Committee.

12.12.2 Presents the Audit and Control Committee report, which they have jointly prepared, to the General Assembly.

12.12.3 Chairs the Audit and Control Committee meetings.

12.13 - Responsibilities of the Audit and Control Committee Secretary

12.13.1 Holds the quorum of the Audit and Control Committee meetings.

12.13.2 Maintains the list of members and documents.

12.13.3 Keeps the documents corresponding to the General Assembly and the Board of Directors under the Committee's care, if they need to be kept.

12.14 - Constitution Interpretation, Amendment, and Advisory Committee

12.14.1 Five members elected by the Board of Directors from among the members of the Association for a term of five years shall be appointed to the General Assembly.

12.14.2 One Chairperson, one Vice Chairperson, one Secretary, and two other members shall perform their duties in consultation with the Board of Directors. They shall meet as necessary.

12.14.3 They shall examine and make recommendations on rules and regulations that may cause disputes and differences.

12.14.4 They shall work closely with the Board of Directors to resolve the problems by reviewing the Constitution and its interpretation, as well as by proposing solutions when situations arise that raise questions.

12.14.5 They shall review the financial, property, and human resources management and utilization policies and make recommendations that are appropriate for the strengthening of the Association.

12.14.6 They shall submit draft proposals for amending the bylaws by reviewing the positive and negative events that have occurred.

12.14.7 They shall submit an annual report on their activities to the General Assembly.

12.14.8 The Board of Directors may appoint advisors from among the members who have previously served on the Board to ensure the smooth and efficient operation of the Association, and when special advice is needed.

Article 13 - Disciplinary Action

The following actions shall be taken against a member who fails to fulfill his/her duties, depending on the severity of the offense.

13.1 A member who has not paid his/her membership fee for six consecutive months shall lose his/her membership rights. Any money paid or gifts made shall not be refunded.

13.2 The Executive Committee shall discuss and issue a verbal or written warning to a member who spreads rumors and engages in inappropriate activities that may harm the activities and operations of the Association.

13.3 If a member is found guilty of any act that interferes with the business of the Association or the Board of Directors, or if he or she is found guilty of any act that interferes with the business of the Association, the Board shall, upon investigation and finding him or her guilty, issue a warning to the extent of the offense for the first time and offend to be recorded in the personal file. For a second time, the member shall be given a warning and a fine of \$50.00 (fifty dollars). For a third time, the member shall be dismissed from the Association. Any money paid or gifts made shall not be returned to them.

13.4 If a member is found guilty of any act of fraud or breach of trust in the Association, the member shall be dismissed without refund of the money paid to him or her. He or she shall return any property or money taken from the Association for any reason. He or she shall be liable to pay the expenses (money) incurred by the Association in carrying out this matter, if any.

Section Five

Article 14 Grievance Procedure

14.1 Any member or members of the Association who have a grievance for any reason shall submit their grievance in writing to the Chairman or the Board of Directors, depending on the severity of the grievance. The Chairman or the Board of Directors shall render a decision within 30 days.

14.2 Any member or members who disagree with the decision of the Board of Directors shall request in writing that the matter be referred to the General Assembly. The decision of the General Assembly, which shall be made in a special meeting or a special meeting, depending on the gravity of the matter, shall be final.

14.3 No complaint shall be referred to an external judicial body or arbitrator without first complying with the provisions of paragraphs 14.1 and 14.2 above.

14.4 A member who has been dismissed from membership under this Constitution shall have the right to appeal in writing to the General Assembly for a reconsideration of the matter.

Article 15 - General Matters

15.1 All funds, property, and materials of the Association shall be appropriately recorded and kept. All due care shall be taken to prevent loss or damage. This function shall be carried out by the Board of Directors, jointly or individually, in accordance with their respective roles.

15.2 Relations with other entities, including governmental, corporate, and individual entities, may be through the Chairman of the Board of Directors or the person/persons authorized by the General Assembly, the supreme body of the Association.

15.3 Relations with the Bank: The nature of the Association always requires working with the bank; therefore, the management, led by the Accountant, should be involved in financial matters. However, regarding the withdrawal of money from the bank, the regulation cannot be signed and withdrawn alone unless it is signed by the two executive members representing it.

15.4 The regulation can be amended (changed) only if the regulation is not in line with the level of development we have reached, and the law of the State of California does not include the desired thing, or when other compelling circumstances arise.

15.5 When issues that are not included in the regulation and that need to be addressed arise, the Board shall decide by majority vote in a meeting and issue instructions to resolve the problem temporarily. Still, it shall then submit it to the Assembly for the lawmaker's review and amend it as a law to be approved by the Assembly.

15.6 A member of any committee may resign from the Committee for various reasons. This action shall be done only after informing the Committee in writing and upon its approval. However, in the case of different disciplines, it shall be based on a three-fourths majority vote of the Committee.

15.7 Division and creation of problems: When situations arise that pose a threat to the existence of the organization, the Executive Committee shall take immediate action. It shall contact the individuals or select influential members of the organization to address and eliminate the problem. If it is beyond its capacity, it shall inform the entire Committee.

15.8 The language of communication of this regulation is Amharic, and, if necessary, it shall be translated into English. In case of any discrepancy in the translation, the Amharic version shall prevail.

15.9 The Fiscal Year of the Association shall be from January 01 to December 31. BPGA:

15.10 The Audit Committee shall conduct an annual financial and asset inventory at the end of each year.

15.11 This regulation shall be reviewed at the level of development of the Association. It shall be submitted to the General Assembly for amendment or revision as necessary, based on the requests of at least 1/3 of the members and the problems encountered in the course of its activities.

Article 16 - Date and Place of Establishment

16.1 The Ethiopian Unity Foundation was established in the City of San Jose, Santa Clara County, California, on September 4, 2007 (SEPTEMBER 14/2014). Accordingly, the

Foundation is registered as a non-profit organization in the State of California under the number 3746223.

16.2 This Bylaw complies with the Constitution, various laws, and regulations of the country in which we live.

Article 17 - Date of Amendment of the Bylaws

17.1 This Bylaw was first approved on March 10, 2010 (March 17 /2018).

17.2 This Bylaw was second amended on March 23, 2015 (April 01/2023).

17.3 This regulation was amended for the third time on April 27, 2017 (May 5/2025). The amended provisions of this regulation will take effect on the date the law is approved.