



Constitution amended on the 21st April 2022.

PART 1

1. Adoption of the Constitution

1.1 The association and its property will be administered and managed in accordance with the provisions in Parts 1 and 2 of this constitution.

2. The Name

2.1 The organisation's name is: Students for Kids International Projects and in this document is referred to as 'the Charity'

2.2 The official abbreviation shall be "SKIP"

3. Principles

3.1 The organisation pursues its aims without political, religious, social and racial discrimination

3.2 The organisation promotes humanitarian ideals amongst its members and so seeks to contribute to the development of future global health advocates.

3.3 The organisation respects the human rights and freedom of speech of its individual members and beneficiaries

3.4 All SKIP members must adhere to the organisation's constitution

4. The Objects

4.1 The Charity's objects (the Objects) are:

- a) To develop and maintain sustainable, community-based projects aimed at improving the health, education and welfare of vulnerable children
- b) To develop globally and culturally aware students who can advocate for local and international health progress as future professionals

4.2 Nothing in this constitution shall authorise an application of the property of the charity for purposes which are not charitable in accordance with Section 7 Charities and Trustee Investment (Scotland) Act 2005

5. Application of the Income and Property

5.1 The income and property of the Charity shall be applied solely towards the promotion of the Objects. Nothing in this constitution shall authorise an application of the property of the charity for purposes which are not charitable in accordance with Section 7 Charities and Trustee Investment (Scotland) Act 2005

5.2 A Trustee may pay out of, or be reimbursed from, the property of the Charity reasonable expenses properly incurred by them when acting on behalf of the Charity

5.3 None of the income or property of the Charity may be paid or transferred directly or indirectly by way of dividend bonus or otherwise by way of profit to any member of the Charity. This does not prevent:

- a) A member who is not also a Trustee from receiving reasonable and proper remuneration for any goods or services supplied to the Charity
- b) A Trustee from:
 - i. Buying goods or services from the Charity upon the same terms as other members or members of the public
 - ii. Receiving a benefit from the Charity in the capacity of a beneficiary of the Charity, provided that the Trustees comply with the provisions of sub clause (6) of this clause, or as a member of the Charity and upon the same terms as other members
- c) The purchase of indemnity insurance for the Trustees against any liability that by virtue of any rule of law would otherwise attach to a Trustee or other officer in respect of any negligence, default breach of duty or breach of trust of which they may be guilty in relation to the Charity but excluding:
 - i. Fines
 - ii. Costs of unsuccessfully defending criminal prosecutions for offences arising out of the fraud, dishonesty or wilful or reckless misconduct of the Trustee or other officer
 - iii. Liabilities to the Charity that result from conduct that the Trustee or other officer knew or ought to have known was not in the best interests of the Charity or in respect of which the person concerned did not care whether that conduct was in the best interests of the Charity or not.

5.4 No Trustee may be paid or receive any other benefit for being a Trustee

5.5 A Trustee may:

- a) Sell goods, services or any interest in land to the Charity
- b) Be contracted or receive any remuneration from the Charity
- c) Receive any other financial benefit from the Charity

If:

- a) They are not prevented from so doing by sub-clause (4) of this clause
- b) The benefit is permitted by sub-clause (3) of this clause

- c) The benefit is authorised by the Trustees in accordance with the conditions in sub-clause (6) of this clause

5.6

- a) If it is proposed that a Trustee should receive a benefit from the Charity that is not already permitted under sub-clause (3) of this clause, they must:
 - i. Declare their interest in the proposal
 - ii. Be absent from that part of any meeting at which the proposal is discussed and take no part in any discussion of it
 - iii. Not be counted in determining whether the meeting is quorate
 - iv. Not vote on the proposal
- b) In cases covered by sub-clause (5) of this clause, those Trustees who do not stand to receive the proposed benefit must be satisfied that it is in the interests of the Charity to contract that Trustee rather than someone who is not a Trustee and they must record the reason for their decision in the minutes. In reaching that decision the Trustees must balance the advantage of contracting a Trustee against the disadvantage of doing so (especially the loss of the Trustee's services as a result of dealing with the Trustee's conflict of interest).
- c) The Trustees may only authorise a transaction falling within paragraphs 5 (a) – (c) of this clause if the Trustee body comprises a majority of Trustees who have not received any such benefit
- d) If the Trustees fail to follow this procedure, the resolution to confer a benefit upon the Trustee will be void and the Trustee must repay to the Charity the value of any benefit received by the Trustee from the Charity.

5.7 A Trustee must absent themselves from any discussion of the Trustees in which it is possible that a conflict will arise between their duty to act solely in the interests of the Charity and any personal interest (including but not limited to any personal financial interest) and take no part in the voting upon the matter

5.8 In this clause 6, "Trustee" shall include any person, firm or company connected with the Trustee.

6. Dissolution

6.1 If the Trustees resolve to dissolve the Charity, the Trustees will remain in office as Charity Trustees and be responsible for winding up the affairs of the Charity in accordance with this clause

6.2 The Trustees must collect in all the assets of the Charity and must pay or make provision for all the liabilities of the Charity

6.3 The Trustees must apply any remaining property or money:

- a) Directly for the Objects
- b) By transfer to any Charity or charities for purposes the same as or similar to the Charity
- c) In such other manner as the Charity Commission for England and Wales ("the Commission") and OSCR may approve in writing in advance

6.4 The trustees may pass a resolution before or at the same time as the resolution to dissolve the Charity specifying the manner in which the Trustees are to apply the remaining property or assets of the Charity and the Trustees must comply with the resolution if its consistent with paragraphs (a) – (c) inclusive in sub-clause (3) above

6.5 In no circumstances shall the net assets of the Charity be paid to or distributed among the members of the Charity (except to a member that is itself a Charity)

6.6 The Trustees must notify the Commission promptly that the Charity has been dissolved. If the Trustees are obliged to send the Charity's accounts to the Commission for the accounting period, which ended before its dissolution, they must send the Commission the Charity's final accounts

7. Amendments

7.1 The Charity may amend any provision contained in Part 1 of this Constitution provided that:

- a) No amendment may be made that would have the effect of making the Charity cease to be a Charity at law
- b) No amendment may be made to alter the Objects if the change would not be within the reasonable contemplation of the members of or donors to the Charity
- c) No amendment may be made to Clause 5 without the prior written consent of the Commission
- d) Any resolution to amend a provision of Part 1 of this constitution is passed by not less than two thirds of the Trustees voting at a Trustees' general meeting

7.2 Any provision contained in Part 2 of the constitution may be amended, provided that any such amendment is made by resolution passed by a simple majority of the Trustees present and voting at a Trustees' general meeting

7.3 A copy of any resolution amending this constitution shall be sent to the Commission within twenty-one days of it being passed

PART 2

8. Membership

8.1 Membership is open to individuals over seventeen or organisations that are approved by the Trustees

8.2

- a) The trustees may require applications for membership to be made in any reasonable way that they decide
- b) The Trustees may only refuse an application for membership if, acting reasonably and properly, they consider it to be in the best interests of the Charity to refuse the application
- c) The Trustees must inform the applicant in writing of the reasons for the refusal within twenty-one days of the decision
- d) The Trustees must consider any written representations the applicant may make about the decision. The Trustees' decision following any written representations must be notified to the applicant in writing but shall be final

8.3 Membership is non-transferable

8.4 The Trustees must ensure a list of members is kept, this should be collected and stored according to data protection guidance and

8.5 It is the duty of each member of the charity to exercise their power as a member of the charity in the way they decide in good faith would be most likely to further the purposes of the charity.

8.6 The charity may require members to pay reasonable membership fees to the charity.

8.7 The charity trustees may create associate or other classes of non-voting membership, and may determine the rights and obligations of any such members (including payment of membership fees), and the conditions for admission to, and termination of membership of any such class of members. Other references in this constitution to “members” and “membership” do not apply to non-voting members, and non-voting members do not qualify as members for any purpose under the Charities Acts, General Regulations or Dissolution Regulations

9. Termination of Membership

9.1 Membership is terminated if:

- a) The member dies or, if it is an organisation, ceases to exist
- b) The member resigns by written notice to the Charity unless, after the resignation, there would be less than two members
- c) Any sum due from the member to the Charity is not paid in full within six months of it falling due
- d) the charity trustees decide that it is in the best interests of the CIO that the member in question should be removed from membership, and pass a resolution to that effect. Before the charity trustees take any decision to remove someone from membership of the charity, they must:
 - i. inform the member of the reasons why it is proposed to remove him, her or it from membership;
 - ii. give the member at least 21 clear days notice in which to make representations to the charity trustees as to why they or it should not be removed from membership;
 - iii. at a duly constituted meeting of the charity trustees, consider whether or not the member should be removed from membership;
 - iv. consider at that meeting any representations which the member makes as to why the member should not be removed; and
 - v. allow the member, or the member’s representative, to make those representations in person at that meeting, if the member so chooses.

10. General Meetings

10.1. The Charity must hold a general meeting within twelve months of the date of the adoption of this constitution.

10.2 An annual general meeting must be held in each subsequent year and not more than fifteen months may elapse between successive annual general meetings.

10.3. All general meetings other than annual general meetings shall be called special general meetings.

10.4. The Trustees may call a special general meeting at any time.

10.5. The Trustees must call a special general meeting if requested to do so in writing by at least ten members or one tenth of the membership, whichever is the greater. The request must state the nature of the business that is to be discussed. If the Trustees fail to hold the meeting within twenty-eight days of the request, the members may proceed to call a special general meeting but in doing so they must comply with the provisions of this Constitution.

10.6 All general meetings can be held in person or on virtual platforms.

11. Notice

11.1. The minimum period of notice required to hold any general meeting of the Charity is fourteen clear days from the date on which the notice is deemed to have been given.

11.2. A general meeting may be called by shorter notice, if it is so agreed by all the members entitled to attend and vote.

11.3. The notice must specify the date, time and place of the meeting and the general nature of the business to be transacted. If the meeting is to be an annual general meeting, the notice must say so.

11.4 If a proposal to alter the constitution of the charity is to be considered at the meeting, the notice must include the text of the proposed alteration.

11.5 The notice must include the annual statement of accounts and trustees' annual report.

11.6 The notice must be given to all the members and to the Trustees.

11.7 Proof that an envelope containing a notice was properly addressed, prepaid and posted; or that an electronic form of notice was properly addressed and sent, shall be conclusive evidence that the notice was given. Notice shall be deemed to be given 48 hours after it was posted or sent.

11.8 The proceedings of a meeting shall not be invalidated because a member who was entitled to receive notice of the meeting did not receive it because of accidental omission by the charity.

12. Quorum

12.1. No business shall be transacted at any general meeting unless a quorum is present.

12.2. A quorum is:

- a) A minimum of 5% of members entitled to vote upon the business to be conducted at that meeting
- b) A minimum of 50% of Trustees entitled to vote upon the business to be conducted at that meeting

12.3 If:

- a) A quorum is not present within two hours from the time appointed for the meeting; or
- b) During a meeting a quorum ceases to be present, then the meeting shall be adjourned to such time and place as the Trustees shall determine.

12.5 The Trustees must re-convene the meeting and must give at least fourteen clear days' notice of the re-convened meeting stating the date, time and place of the meeting.

12.6 If no quorum is present at the re-convened meeting within two hours of the time specified for the start of the meeting the members present at that time shall constitute the quorum for that meeting.

13. Chair

13.1. General meetings shall be chaired by the person who has been elected as Chair

13.2. If there is no such person or they are not present within fifteen minutes of the time appointed for the meeting a Trustee nominated by the Trustees shall chair the meeting.

13.3. If there is only one Trustee present and willing to act, they shall chair the meeting.

13.4 If no Trustee is present and willing to chair the meeting within fifteen minutes after the time appointed for holding it, the members present and entitled to vote must choose one of their number to chair the meeting.

14. Adjournments

14.1. The members present at a meeting may resolve that the meeting shall be adjourned.

14.2 The Chair must decide the date, time and place at which meeting is to be re-convened unless those details are specified in the resolution.

14.3 No business shall be conducted at an adjourned meeting unless it could properly have been conducted at the meeting had the adjournment not taken place.

14.4 If a meeting is adjourned by a resolution of the members for more than seven days, at least seven clear days' notice shall be given of the re-convened meeting stating the date time and place of the meeting.

15. Votes

15.1 Any decisions made at general meetings shall be taken by a simple majority of votes cast at the meeting, unless stated otherwise in this constitution. Every member has one vote.

15.2 A resolution put to the vote of a meeting shall be decided on a show of hands, unless (before or on the declaration of the result of the show of hands) a poll is duly demanded. A poll may be demanded by the chair or by at least 10% of the members present in person or by proxy at the meeting.

15.3 A poll demanded on the election of a person to chair the meeting or on a question of adjournment must be taken immediately. A poll on any other matter shall be taken, and the result of the poll shall be announced, in such manner as the chair of the meeting shall decide, provided that the poll must be taken, and the result of the poll announced, within 30 days of the demand for the poll.

15.4 A poll may be taken:

- a) at the meeting at which it was demanded; or
- b) at some other time and place specified by the chair; or
- c) through the use of postal or electronic communications.

15.5 In the event of an equality of votes, whether on a show of hands or on a poll, the chair of the meeting shall have a second, or casting vote.

15.6 Any objection to the qualification of any voter must be raised at the meeting at which the vote is cast and the decision of the chair of the meeting shall be final.

16. Representatives of Other Bodies

16.1 Any organisation that is a member of the Charity may nominate any person to act as its representative at any meeting of the Charity, providing this person is a registered member of the Charity.

16.2 The organisation must give written notice to the Charity of the name of its representative and their registration with the Charity. The nominee shall not be entitled to represent the organisation at any meeting unless the notice has been received by the Charity. The nominee may continue to represent the organisation until written notice to the contrary is received by the Charity.

16.3 Any notice given to the Charity will be conclusive evidence that the nominee is entitled to represent the organisation or that their authority has been revoked. The Charity shall not be required to consider whether the nominee has been properly appointed by the organisation.

17. Officers and Trustees

17.1 The Charity and its property shall be managed and administered by a committee comprising the Officers and other members elected in accordance with this Constitution. The Officers and other members of the committee shall be the Trustees of the Charity and in this constitution are together called "the Trustees".

17.2 A Trustee must be a registered member of the Charity.

17.3 No person may be appointed a Trustee if they would be disqualified from acting under the provisions of Clause 20.

17.5 The number of Trustees shall be not less than three and not more than 8 (unless otherwise determined by a resolution of the Charity in general meeting)

17.6 The first Trustees (including Officers) shall be those persons elected as Trustees and Officers at the meeting at which this constitution is adopted.

17.7 A Trustee may not appoint anyone to act on their behalf at meetings of the Trustees.

17.8 In order to be eligible for trusteeship:

- a) Every charity trustee must be a natural person.
- b) No one may be appointed as a charity trustee:
 - a. if they are under the age of 18 years; or
 - b. if they would automatically cease to hold office under the provisions of clause 20(1)(a).
- c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until they have expressly acknowledged, in whatever way the charity trustees decide, their acceptance of the office of charity trustee.

18. The Appointment of Trustees

18.1. Trustees shall be appointed through a formal selection process, through initial shortlisting by an application form, followed by an interview, both of which are conducted by a nominated selection panel.

18.2 The nominated selection panel will be representative of Charity members plus one person external to the charity.

18.3. The appointment of a Trustee must not cause the number of Trustees to exceed any number fixed in accordance with this constitution as the maximum number of Trustees.

18.4. Each of the Trustees shall retire with effect from the conclusion of the academic year three years after their appointment but shall be eligible for re-appointment through aforementioned appointment processes. In the event of a major incident, an outgoing Trustee may extend this retirement in order to support the Trustees.

19. Powers of Trustees

19.1 The Trustees must manage the business of the Charity and have the following powers in order to further the Objects (but not for any other purpose):

- a) To raise funds. In doing so, the Trustees must not undertake any substantial permanent trading activity and must comply with any relevant statutory regulations
- b) To buy, take on lease or in exchange, hire or otherwise acquire any property and to maintain and equip it for use
- c) To sell, lease or otherwise dispose of all or any part of the property belonging to the Charity. In exercising this power, the Trustees must comply as appropriate with sections 36 and 37 of the Charities Act 1993, as amended by the Charities Act 2006
- d) To borrow money and to charge the whole or any part of the property belonging to the Charity as security for repayment of the money borrowed. The Trustees must comply as appropriate with sections 38 and 39 of the Charities Act 1993, as amended by the Charities Act 2006, 2011, if they intend to mortgage the land
- e) To co-operate with other charities, voluntary bodies and statutory authorities and to exchange information and advice with them
- f) To establish or support any charitable trusts, associations or institutions formed for any of the charitable purposes included in the Objects
- g) To acquire, merge with or enter into any partnership or joint venture arrangement with any other Charity formed for any of the Objects
- h) To set aside income as a reserve against future expenditure but only in accordance with a written policy about reserves
- i) To obtain and pay for such goods and services as are necessary for carrying out the work of the Charity
- j) To open and operate such bank and other accounts as the Trustees consider necessary and to invest funds and to delegate the management of funds in the same manner and subject to the same conditions as the Trustees of a trust are permitted to do by the Trustee Act 2000
- k) To do all such other lawful things as are necessary for the achievement of the Objects

19.2 No alteration of this constitution or any special resolution shall have retrospective effect to invalidate any prior act of the Trustees

19.3 Any meeting of Trustees at which a quorum is present at the time the relevant decision is made may exercise all the powers exercisable by the Trustees

20. Disqualification and Removal of Trustees

20.1 A Trustee shall cease to hold office if they :

- a) Is disqualified for acting as a Trustee by virtue of section 72 of the Charities Act 1993, amended 2006, 2011 (or any statutory re-enactment or modification of that provision);
- b) Ceases to be a member of the Charity;
- c) Becomes incapable, by reason of illness or injury, of managing and administering their own affairs;
- d) Resigns as a Trustee by notice to the Charity (but only if at least three Trustees will remain in office when the notice of resignation is to take effect); or
- e) Is absent without the permission of the Trustees from all their meetings held within a period of six consecutive months and the Trustees resolve that their office be vacated.
- f) Dies

21. Proceedings of Trustees

21.1 The Trustees may regulate their proceedings as they think fit, subject to the provisions of this constitution.

21.2 Any Trustee may call a meeting of the Trustees

21.3 Questions arising at a meeting must be decided by a majority of votes

21.4 In the case of an equality of votes, the person who chairs the meeting shall have a second or casting vote

21.5 No decision may be made by a meeting of the Trustees unless a quorum is present at the time the decision is purported to be made

21.6 The quorum shall be 50% of the total number of Trustees

21.7 A Trustee shall not be counted in the quorum present when any decision is made about a matter upon which that Trustee is not entitled to vote.

21.8 If the number of Trustees is less than the number fixed as the quorum, the continuing Trustees or Trustee may act only for the purpose of filling vacancies or of calling a general meeting

21.9 The person elected as the Chair, or their nominated representative, shall chair meetings of the Trustees

21.10 If the Chair is unwilling to preside or is not present within ten minutes after the time appointed for the meeting, the Trustees present may appoint one of their number to chair that meeting

21.11 The person appointed to chair meetings of the Trustees shall have no functions or powers except those conferred by this constitution or delegated to them in writing by the Trustees

21.12 A resolution in writing or electronically signed by all the Trustees entitled to receive notice of a meeting of Trustees of a committee of Trustees and to vote upon the resolution shall be as valid and effectual as if it had been passed at a meeting of the Trustees or (as the case may be) a committee of Trustees duly convened and held

21.13 The resolution in writing or electronically may comprise several documents containing the text of the resolution in like form each signed by one or more Trustees

22. Delegation

22.1. The Trustees may delegate any of their powers or functions to a committee of two or more registered members of the Charity but the terms of any such delegation must be recorded in the minutes of the meeting at which the powers or functions were delegated.

22.2. The Trustees may impose conditions when delegating, including the conditions that:

- a) the relevant powers are to be exercised exclusively by the committee to whom they delegate;
- b) no expenditure may be incurred on behalf of the Charity except in accordance with a budget previously agreed with the Trustees.

22.3. The Trustees may revoke or alter a delegation.

22.4. All acts and proceedings of any committees must be fully and promptly reported to the Trustees.

23. Irregularities in Proceedings

23.1. Subject to sub-clause (2) of this clause, all acts done by a meeting of Trustees, or of a committee of Trustees, shall be valid notwithstanding the participation in any vote of a Trustee:

- a) who was disqualified from holding office;
- b) who had previously retired or who had been obliged by the constitution to vacate office;
- c) who was not entitled to vote on the matter, whether by reason of a conflict of interest or otherwise; if, without the vote of that Trustee; and that Trustee being counted in the quorum, the decision has been made by a majority of the Trustees at a quorate meeting.

23.2. Sub-clause (1) of this clause does not permit a Trustee to keep any benefit that may be conferred upon them by a resolution of the Trustees or of a committee of Trustees if the resolution would otherwise have been void.

23.3. No resolution or act of

- a) the Trustees
- b) any committee of the Trustees
- c) the Charity in general meeting

shall be invalidated by reason of the failure to give notice to any Trustee or member or by reason of any procedural defect in the meeting unless it is shown that the failure or defect has materially prejudiced a member or the beneficiaries of the Charity.

24. Keeping of Registers

The charity must comply with its obligations under the General Regulations in relation to the keeping of, and provision of access to, registers of its members and charity trustees.

25. Minutes

25.1. Minutes of the meetings of the Charity must include:

- a) appointments of Officers and Trustees made by the Trustees
- b) proceedings at meetings of the Charity

25.2. Meetings of the Trustees and committees of Trustees including:

- a) the names of the Trustees present at the meeting;
- b) the decisions made at the meetings; and
- c) where appropriate the reasons for the decisions.

26. Annual Report and Return and Accounts

26.1. The Trustees must comply with their obligations under the Charities Act 1993, 2006, 2011 with regard to:

- a) the keeping of accounting records for the Charity;
- b) the preparation of annual statements of account for the Charity;
- c) the transmission of the statements of account to the Charity;
- d) the preparation of an Annual Report and its transmission to the Commission;
- e) the preparation of an Annual Return and its transmission to the Commission.

26.2. Accounts must be prepared in accordance with the provisions of any Statement of Recommended Practice issued by the Commission, unless the Trustees are required to prepare accounts in accordance with the provisions of such a Statement prepared by another body.

27. Registered Particulars

27.1. The Trustees must notify the Commission promptly of any changes to the Charity's entry on the Central Register of Charities.

28. Property

28.1. The Trustees must ensure the title to:

- a) all land held by or in trust for the Charity that is not vested in the Official Custodian of Charities; and
- b) all investments held by or on behalf of the Charity, is vested either in a corporation entitled to act as custodian Trustee or in not less than three individuals appointed by them as holding Trustees.

28.2 The terms of the appointment of any holding Trustees must provide that they may act only in accordance with lawful directions of the Trustees and that if they do so they will not be liable for the acts and defaults of the Trustees or of the members of the Charity.

28.3. The Trustees may remove the holding Trustees at any time.

29. Repair and Insurance

29.1. The Trustees must keep in repair and insure to their full value against fire and other usual risks all the buildings of the Charity (except those buildings that are required to be kept in repair and insured by a tenant). They must also insure suitably in respect of public liability and employer's liability.

30. Notices

30.1. Any notice required by this constitution to be given to or by any person must be:

- a) in writing; or
- b) given using electronic communications.

30.2. The Charity may give any notice to a member either:

- a) personally; or
- b) by sending it by post in a prepaid envelope addressed to the member at their address; or
- c) by leaving it at the address of the member; or
- d) by sending it using electronic communications to the member's address.

30.3. A member who does not register an address with the Charity or who registers only a postal address that is not within the United Kingdom shall not be entitled to receive any notice from the Charity.

30.4. A member present in person at any meeting of the Charity shall be deemed to have received notice of the meeting and of the purposes for which it was called.

30.5. Regarding proof of notice:

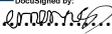
- a) Proof that an envelope containing a notice was properly addressed, prepaid and posted shall be conclusive evidence that the notice was given.
- b) Proof that a notice contained in an electronic communication was sent in accordance with guidance issued by the Institute of Chartered Secretaries and Administrators shall be conclusive evidence that the notice was given.
- c) A notice shall be deemed to be given 48 hours after the envelope containing it was posted or, in the case of an electronic communication, 48 hours after it was sent.

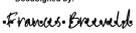
31. Rules

The charity trustees may from time to time make such reasonable and proper rules or bye laws as they may deem necessary or expedient for the proper conduct and management of the CIO, but such rules or bye laws must not be inconsistent with any provision of this constitution. Copies of any such rules or bye laws currently in force must be made available to any member of the CIO on request.

Signatures

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DocuSigned by:  Elle Morris 8/25/2022
F7AF7182BA4745C...

DocuSigned by:  Frances Breeveld 8/28/2022
C4CA433F12CF4C7...

DocuSigned by:  Jane Ferma 9/7/2022
F159AF4BB8A5401...

DocuSigned by:  Lucy Franklin 8/25/2022
C8C8B98423DC4E7...

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DocuSigned by:  Sarah Hopkins-Weaver 8/25/2022
5830FAF3A3D84E2...