

Red Creek Wildlife Center, INC.

A Pennsylvania Nonprofit Corporation

Bylaws

SECTION 1

OFFICES

ARTICLE 1. NAME

- A) The name of this organization shall be Red Creek Wildlife Center, Inc. a non-profit organization hereby referred to as RCWC

ARTICLE 2. PRINCIPAL OFFICE

- B) The principal office of this corporation is located at
300 Moon Hill Drive, in Schuylkill Haven, Schuylkill County, and State of Pennsylvania.
- C) The place in this state where the registered office of the corporation is to be located is
300 Moon Hill Drive, in Schuylkill Haven, Schuylkill County, and State of Pennsylvania.

ARTICLE 3. TRUSTEE

- A) The name and address of the person who is the trustee of the corporation is as follows:
Peggy Sue Hentz, 300 Moon Hill Drive, Schuylkill Haven, Pennsylvania, 17972.

ARTICLE 4. CHANGE OF ADDRESS

- A) The designation of the county or state of RCWC principal office may be changed by amendment of these Bylaws. The Board of Directors may change the principal office from one location to another within the named state by noting the changed address and effective date below, and such changes of address shall not be deemed, nor require, an amendment of these Bylaws:

_____ Dated: _____, 20__

_____ Dated: _____, 20__

SECTION 2

NONPROFIT PURPOSES

ARTICLE 1. IRC SECTION 501(C)(3) PURPOSES

- A) Said corporation is organized exclusively for charitable, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE 2. SPECIFIC OBJECTIVES AND PURPOSES

- A) The specific objectives and purposes of RCWC shall be:
- 1) To provide a charitable, legal and humane service to the general public, veterinarians, and state and local wildlife officials by providing a facility to refer or bring orphaned or injured wildlife for care, raising, medical treatment and eventual release back to their wild and natural habitat, otherwise referred to as wildlife rehabilitation.
 - 2) To provide education about Pennsylvania wildlife to the public by private consultation, and through workshops, lectures and public displays and exhibitions.
 - 3) To publish literature, in print and through our website, educating the public on Pennsylvania wildlife and wildlife issues.
 - 4) To provide a working atmosphere and practical experience for students interested in pursuing further education or a career in wildlife rehabilitation, veterinary, wildlife conservation or other related field.
 - 5) To promote continuing education activities among licensed wildlife rehabilitators by conducting classes, workshops and lectures and providing written literature in print and through our website.
 - 6) To develop, implement and maintain an in-state "Wildlife Disaster Intervention Program" which would respond to ecological disasters involving Pennsylvania wildlife.
 - 7) To engage in other activities related to promoting the welfare of Pennsylvania wildlife and educating the public about wildlife related issues.

SECTION 3 MEMBERS

ARTICLE 1. MEMBERSHIP

A) This corporation shall have no membership, non-voting members or voting membership.

SECTION 4 DIRECTORS

ARTICLE 1. NUMBER

A) RCWC shall have five (5) directors and collectively they shall be known as the Board of Directors.

ARTICLE 2. QUALIFICATIONS

- A) Directors shall be of the age of majority in this state.
- B) Other qualifications for directors of RCWC are as follows:
- 1) One board position shall be filled by a licensed wildlife rehabilitator who possesses permits from the State of Pennsylvania and the U.S Fish and Wildlife Service for the purpose of rehabilitation of mammals, passerines and raptors and for the possession of wildlife for the purpose of educational exhibit.
 - 2) Two board positions shall be filled by individuals actively participating in the operations and rehabilitation of wildlife at RCWC. Active participation is met by completing a minimum of five (5) volunteer hours each month.
 - 3) Two board positions shall be filled by representatives of the Pennsylvania community.

ARTICLE 3. POWERS

A) Subject to the provisions of the laws of this state and any limitations in the Articles of Incorporation and these Bylaws, the activities and affairs of this corporation shall be conducted and all corporate powers shall be exercised by or under the direction of the Board of Directors.

ARTICLE 4. DUTIES

- B) It shall be the duty of the directors to:
- 1) Perform any and all duties imposed on them collectively or individually by law, by the Articles of Incorporation, or by these Bylaws;
 - 2) Appoint and remove, employ and discharge, and, except as otherwise provided in these Bylaws, prescribe the duties and fix the compensation, if any, of all officers, agents and employees of RCWC;
 - 3) Supervise all officers, agents and employees of RCWC to assure that their duties are performed properly;
 - 4) Meet at such times and places as required by these Bylaws;
 - 5) Register their addresses with the Secretary of the corporation, and notices of meetings mailed to them at such addresses shall be valid notices thereof.

ARTICLE 5. TERM OF OFFICE

A) Each director shall hold office for a period of four years and until his or her successor is elected and qualifies.

ARTICLE 6. COMPENSATION

A) Directors shall serve without compensation except that a reasonable fee may be paid to directors for attending regular and special meetings of the board. In addition, they shall be allowed reasonable advancement or reimbursement of expenses incurred in the performance of their duties.

ARTICLE 7. PLACE OF MEETINGS

A) Meetings shall be held at the principal office of the corporation unless otherwise provided by the board or at such other place as may be designated from time to time by resolution of the Board of Directors.

ARTICLE 8. REGULAR MEETINGS

A) Regular meetings of Directors shall be held on the first Wednesday of March, June, September, and December, at 6:00PM, unless such day falls on a legal holiday, in which event the regular meeting shall be held at the same hour and place on the following Wednesday.

- B) During the regular meeting of directors held in December, directors shall be elected by the Board of Directors. Voting for the election of directors shall be by written ballot. Each director shall cast one vote per candidate, and may vote for as many candidates as the number of candidates to be elected to the board. The candidates receiving the highest number of votes up to the number of directors to be elected shall be elected to serve on the board.

ARTICLE 9. SPECIAL MEETINGS

- A) Special meetings of the Board of Directors may be called by the Chairperson of the Board, the President, the Vice-President, the Secretary, by any two directors, or, if different, by the persons specifically authorized under the laws of this state to call special meetings of the board. Such meetings shall be held at the principal office of the corporation.

ARTICLE 10. NOTICE OF MEETINGS

- A) Unless otherwise provided by the Articles of Incorporation, these Bylaws, or provisions of law, the following provisions shall govern the giving of notice for meetings of the board of directors:
- 1) Regular Meetings. No notice need be given of any regular meeting of the board of directors.
 - 2) Special Meetings. At least one week prior notice shall be given by the Secretary of the corporation to each director of each special meeting of the board. Such notice may be oral or written, may be given personally, by first class mail, by telephone, or by facsimile machine, and shall state the place, date and time of the meeting and the matters proposed to be acted upon at the meeting. In the case of facsimile notification, the director to be contacted shall acknowledge personal receipt of the facsimile notice by a return message or telephone call within twenty four hours of the first facsimile transmission.
 - 3) Waiver of Notice. Whenever any notice of a meeting is required to be given to any director of this corporation under provisions of the Articles of Incorporation, these Bylaws, or the law of this state, a waiver of notice in writing signed by the director, whether before or after the time of the meeting, shall be equivalent to the giving of such notice.

ARTICLE 11. QUORUM FOR MEETINGS

- A) A quorum shall consist of three (3) of the members of the Board of Directors.
- B) Except as otherwise provided under the Articles of Incorporation, these Bylaws, or provisions of law, no business shall be considered by the board at any meeting at which the required quorum is not present, and the only motion which the Chair shall entertain at such meeting is a motion to adjourn.

ARTICLE 12. MAJORITY ACTION AS BOARD ACTION

- A) Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present is the act of the Board of Directors, unless the Articles of Incorporation, these Bylaws, or provisions of law require a greater percentage or different voting rules for approval of a matter by the board.

ARTICLE 13. CONDUCT OF MEETINGS

- A) Meetings of the Board of Directors shall be presided over by the Chairperson of the Board, or, if no such person has been so designated or, in his or her absence, the President of the corporation or, in his or her absence, by the Vice President of the corporation or, in the absence of each of these persons, by a Chairperson chosen by a majority of the directors present at the meeting. The Secretary of the corporation shall act as secretary of all meetings of the board, provided that, in his or her absence, the presiding officer shall appoint another person to act as Secretary of the Meeting.
- B) Meetings shall be governed by Robert's Rules of Order, insofar as such rules are not inconsistent with or in conflict with the Articles of Incorporation, these Bylaws, or with provisions of law.

ARTICLE 14. VACANCIES

- A) Vacancies on the Board of Directors shall exist (1) on the death, resignation or removal of any director, and (2) whenever the number of authorized directors is increased.
- B) Any director may resign effective upon giving written notice to the Chairperson of the Board, the President, the Secretary, or the Board of Directors, unless the notice specifies a later time for the effectiveness of such resignation. No director may resign if the corporation would then be left without a duly elected director or directors in charge of its affairs, except upon notice to the Office of the Attorney General or other appropriate agency of this state.
- C) Directors may be removed from office, with or without cause, as permitted by and in accordance with the laws of this state.
- D) Unless otherwise prohibited by the Articles of Incorporation, these Bylaws or provisions of law, vacancies on the board may be filled by approval of the board of directors. If the number of directors

then in office is less than a quorum, a vacancy on the board may be filled by approval of a majority of the directors then in office or by a sole remaining director. A person elected to fill a vacancy on the board shall hold office until the next election of the Board of Directors or until his or her death, resignation or removal from office.

ARTICLE 15. NONLIABILITY OF DIRECTORS

- A) The directors shall not be personally liable for the debts, liabilities, or other obligations of the corporation.

ARTICLE 16. INDEMNIFICATION BY CORPORATION OF DIRECTORS AND OFFICERS

- A) The directors and officers shall be indemnified by the corporation to the fullest extent permissible under the laws of this state.

ARTICLE 17. INSURANCE FOR CORPORATE AGENTS

- A) Except as may be otherwise provided under provisions of law, the Board of Directors may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any agent of the corporation (including a director, officer, employee or other agent of the corporation) against liabilities asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the corporation would have the power to indemnify the agent against such liability under the Articles of Incorporation, these Bylaws or provisions of law.

SECTION 5 OFFICERS

ARTICLE 1. DESIGNATION OF OFFICERS

- A) The officers of the corporation shall be a President, a Vice President, a Secretary, and a Treasurer. The corporation may also have a Chairperson of the Board and other such officers with such titles as may be determined from time to time by the Board of Directors.

ARTICLE 2. QUALIFICATIONS

- A) Any Director may serve as officer of this corporation.

ARTICLE 3. ELECTION AND TERM OF OFFICE

- A) Officers shall be elected by the Board of Directors, at any time, and each officer shall hold office for a term of four (4) years or until he or she resigns or is removed or is otherwise disqualified to serve, or until his or her successor shall be elected and qualified, whichever occurs first.

ARTICLE 4. REMOVAL AND RESIGNATION

- A) Any officer may be removed, either with or without cause, by the Board of Directors, at any time. Any officer may resign at any time by giving written notice to the Board of Directors or to the President or Secretary of the corporation. Any such resignation shall take effect at the date of receipt of such notice or at any later date specified therein, and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. The above provisions of this Section shall be superseded by any conflicting terms of a contract which has been approved or ratified by the Board of Directors relating to the employment of any officer of the corporation.

ARTICLE 5. VACANCIES

- A) Any vacancy caused by the death, resignation, removal, disqualification, or otherwise, of any officer shall be filled by the Board of Directors. In the event of a vacancy in any office other than that of President, such vacancy may be filled temporarily by appointment by the President until such time as the Board shall fill the vacancy. Vacancies occurring in offices of officers appointed at the discretion of the board may or may not be filled as the board shall determine.

ARTICLE 6. DUTIES OF PRESIDENT

- A) The President shall be the chief executive officer of the corporation and shall, subject to the control of the Board of Directors, supervise and control the affairs of the corporation and the activities of the officers. He or she shall perform all duties incident to his or her office and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be prescribed from time to time by the Board of Directors. Unless another person is specifically appointed as Chairperson of the Board of Directors, the President shall preside at all meetings of the Board of Directors. Except as otherwise expressly provided by law, by the Articles of Incorporation, or by these Bylaws,

he or she shall, in the name of the corporation, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may from time to time be authorized by the Board of Directors.

ARTICLE 7. DUTIES OF VICE PRESIDENT

A) In the absence of the President, or in the event of his or her inability or refusal to act, the Vice President shall perform all the duties of the President, and when so acting shall have all the powers of, and be subject to all the restrictions on, the President. The Vice President shall have other powers and perform such other duties as may be prescribed by law, by the Articles of Incorporation, or by these Bylaws, or as may be prescribed by the Board of Directors.

ARTICLE 8. DUTIES OF SECRETARY

A) The Secretary shall:

- 1) Certify and keep at the principal office of the corporation the original, or a copy, of these Bylaws as amended or otherwise altered to date.
- 2) Keep at the principal office of the corporation or at such other place as the board may determine, a book of minutes of all meetings of the directors, and, if applicable, meetings of committees of directors, recording therein the time and place of holding, whether regular or special, how called, how notice thereof was given, the names of those present or represented at the meeting, and the proceedings thereof.
- 3) See that all notices are duly given in accordance with the provisions of these Bylaws or as required by law.
- 4) Be custodian of the records and of the seal of the corporation and affix the seal, as authorized by law or the provisions of these Bylaws, to duly executed documents of the corporation.
- 5) Exhibit at all reasonable times to any director of the corporation, or to his or her agent or attorney, on request therefore, the Bylaws and the minutes of the proceedings of the directors of the corporation.
- 6) In general, perform all duties incident to the office of Secretary and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be assigned to him or her from time to time by the Board of Directors.

ARTICLE 9. DUTIES OF TREASURER

A) The Treasurer shall:

- 1) Have charge and custody of, and be responsible for, all funds and securities of the corporation, and deposit all such funds in the name of the corporation in such banks, trust companies, or other depositories as shall be selected by the Board of Directors.
- 2) Receive, and give receipt for, monies due and payable to the corporation from any source whatsoever.
- 3) Disburse, or cause to be disbursed, the funds of the corporation as may be directed by the Board of Directors, taking proper vouchers for such disbursements.
- 4) Keep and maintain adequate and correct accounts of the corporation's properties and business transactions, including accounts of its assets, liabilities, receipts, disbursements, gains and losses.
- 5) Exhibit at all reasonable times the books of account and financial records to any director of the corporation, or to his or her agent or attorney, on request therefore.
- 6) Render to the President and directors, whenever requested, an account of any or all of his or her transactions as Treasurer and of the financial condition of the corporation.
- 7) Prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports.
- 8) In general, perform all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles of Incorporation of the corporation, or by these Bylaws, or which may be assigned to him or her from time to time by the Board of Directors.

ARTICLE 10. COMPENSATION

A) Directors shall serve without compensation except that a reasonable fee may be paid to directors for attending regular and special meetings of the board. In addition, they shall be allowed reasonable advancement or reimbursement of expenses incurred in the performance of their duties.

SECTION 6 COMMITTEES

ARTICLE 1. EXECUTIVE COMMITTEE

A) The Board of Directors may, by a majority vote of its members, designate an Executive Committee consisting of

two (2) board members and may delegate to such committee the full powers and authority of the board in the management of the business and affairs of the corporation, to the extent permitted, except that it may not alter the Articles of Incorporation or these Bylaws, appoint or remove committee members, directors or officers, adopt a plan of merger or consolidation, authorize any financial transaction involving all or substantially all of the corporate assets, authorize voluntary dissolution, or repeal any resolution of the full Board of Directors, and except as may otherwise be provided, by provisions of law.

- B) By a majority vote of its members, the board may at any time revoke or modify any or all of the Executive Committee authority so delegated, increase or decrease but not below two (2) the number of the members of the Executive Committee, and fill vacancies on the Executive Committee from the members of the board. The Executive Committee shall keep regular minutes of its proceedings, cause them to be filed with the corporate records, and report the same to the board from time to time as the board may require.

ARTICLE 2. OTHER COMMITTEES

- A) The corporation shall have such other committees as may from time to time be designated by resolution of the Board of Directors. These committees may consist of persons who are not also members of the board and shall act in an advisory capacity to the board.

ARTICLE 3. MEETINGS AND ACTION OF COMMITTEES

- B) Meetings and action of committees shall be governed by, noticed, held and taken in accordance with the provisions of these Bylaws concerning meetings of the Board of Directors, with such changes in the context of such Bylaw provisions as are necessary to substitute the committee and its members for the Board of Directors and its members, except that the time for regular and special meetings of committees may be fixed by resolution of the Board of Directors or by the committee. The Board of Directors may also adopt rules and regulations pertaining to the conduct of meetings of committees to the extent that such rules and regulations are not inconsistent with the provisions of these Bylaws.

SECTION 7 CONFLICT OF INTEREST

ARTICLE 1. Purpose

- A) The purpose of the conflict of interest policy is to protect this tax-exempt organization's (RCWC) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

ARTICLE 2. Definitions

- A) Interested Person
 - 1) Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.
- B) Financial Interest
 - 1) A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:
 - a) An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
 - b) A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
 - c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.
- C) Compensation
 - 1) includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

ARTICLE 3. Procedures

- A) Duty to Disclose
 - 1) In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.
- B) Determining Whether a Conflict of Interest Exists
 - 1) After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.
- C) Procedures for Addressing the Conflict of Interest

- 1) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
 - 2) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
 - 3) After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
 - 4) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- D) Violations of the Conflicts of Interest Policy
- 1) If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
 - 2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

ARTICLE 4. Records of Proceedings

- A) The minutes of the governing board and all committees with board delegated powers shall contain:
- 1) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
 - 2) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

ARTICLE 5. Compensation

- A) A voting member
- 1) of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
 - 2) of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
 - 3) of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is not prohibited from providing information to any committee regarding compensation.

ARTICLE 6. Annual Statements

- A) Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:
- 1) Has received a copy of the conflicts of interest policy,
 - 2) Has read and understands the policy,
 - 3) Has agreed to comply with the policy, and
 - 4) Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

ARTICLE 7. Periodic Reviews

- A) To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:
- 1) Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
 - 2) Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or

payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

ARTICLE 8. Use of Outside Experts

- A) When conducting the periodic reviews as provided for in Article 7, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

SECTION 8

EXECUTION OF INSTRUMENTS, DEPOSITS AND FUNDS

ARTICLE 1. EXECUTION OF INSTRUMENTS

- A) The Board of Directors, except as otherwise provided in these Bylaws, may by resolution authorize any officer or agent of the corporation to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances. Unless so authorized, no officer, agent, or employee shall have any power or authority to bind the corporation by any contract or engagement or to pledge its credit or to render it liable monetarily for any purpose or in any amount.

ARTICLE 2. CHECKS AND NOTES

- A) Except as otherwise specifically determined by resolution of the Board of Directors, or as otherwise required by law, checks, drafts, promissory notes, orders for the payment of money, and other evidence of indebtedness of the corporation shall be signed by the Treasurer and countersigned by the President of the corporation.

ARTICLE 3. DEPOSITS

- A) All funds of the corporation shall be deposited from time to time to the credit of the corporation in such banks, trust companies, or other depositories as the Board of Directors may select.

ARTICLE 4. GIFTS

- A) The Board of Directors may accept on behalf of the corporation any contribution, gift, bequest, or devise for the nonprofit purposes of this corporation. No member of the Board of Directors, officer, employee, or other person exercising supervisory power in the corporation or any of their close relatives shall be individually benefited from the receipt of any grant funds from any source including, but not limited to, any Federal, State or local public agency, or any private organization, foundation, estate or individual.

SECTION 9

CORPORATE RECORDS, REPORTS AND SEAL

ARTICLE 1. MAINTENANCE OF CORPORATE RECORDS

- A) The corporation shall keep at its principal office:
- 1) Minutes of all meetings of directors and committees of the board indicating the time and place of holding such meetings, whether regular or special, how called, the notice given, and the names of those present and the proceedings thereof;
 - 2) Adequate and correct books and records of account, including accounts of its properties and business transactions and accounts of its assets, liabilities, receipts, disbursements, gains and losses;
 - 3) A copy of the corporation's Articles of Incorporation and Bylaws as amended to date, which shall be open to inspection by the directors of the corporation at all times during office hours.

ARTICLE 2. CORPORATE SEAL

- A) The Board of Directors may adopt, use, and at will alter, a corporate seal. Such seal shall be kept at the principal office of the corporation. Failure to affix the seal to corporate instruments, however, shall not affect the validity of any such instrument.

ARTICLE 3. DIRECTORS' INSPECTION RIGHTS

- A) Every director shall have the absolute right at any reasonable time to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the corporation and shall have such other rights to inspect the books, records and properties of this corporation as may

be required under the Articles of Incorporation, other provisions of these Bylaws, and provisions of law.

ARTICLE 4. RIGHT TO COPY AND MAKE EXTRACTS

- A) Agent or attorney may make in person any inspection under the provisions of this Article and the right to inspection shall include the right to copy and make extracts.

ARTICLE 5. PERIODIC REPORT

- A) The fiscal year of this corporation is from January 1 through December 30 of each year.
B) The board shall cause any annual or periodic report required under law to be prepared and delivered to an office of the Secretary of State of the Commonwealth of Pennsylvania, to be so prepared and delivered within the time limits set by law.

SECTION 10 IRC 501(C)(3) TAX EXEMPTION PROVISIONS

ARTICLE 1. LIMITATIONS ON ACTIVITIES

- A) No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office.
B) Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on
- 1) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code,
 - 2) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE 2. PROHIBITION AGAINST PRIVATE INUREMENT

- A) No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article Third hereof.

ARTICLE 3. DISTRIBUTION OF ASSETS

- A) Upon the dissolution of the corporation, assets shall be distributed to one or more Pennsylvania wildlife rehabilitation organizations who qualify for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. If no such organization exists or accepts these assets, all assets shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE 4. PRIVATE FOUNDATION REQUIREMENTS AND RESTRICTIONS

- A) In any taxable year in which this corporation is a private foundation as described in Section 509(a) of the Internal Revenue Code, the corporation
- 1) shall distribute its income for said period at such time and manner as not to subject it to tax under Section 4942 of the Internal Revenue Code
 - 2) shall not engage in any act of self-dealing as defined in Section 4941(d) of the Internal Revenue Code
 - 3) shall not retain any excess business holdings as defined in Section 4943(c) of the Internal Revenue Code
 - 4) shall not make any investments in such manner as to subject the corporation to tax under Section 4944 of the Internal Revenue Code
 - 5) shall not make any taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code.

**SECTION 11
AMENDMENT OF BYLAWS**

ARTICLE 1. AMENDMENT

- A) Except as may otherwise be specified under provisions of law, these Bylaws, or any of them, may be altered, amended, or repealed and new Bylaws adopted by approval of the Board of Directors.
- B) No alteration, amendment, or repeal shall be made that would jeopardize this organizations exempt organization status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

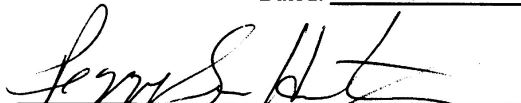
**SECTION 12
CONSTRUCTION AND TERMS**

- A) If there is any conflict between the provisions of these Bylaws and the Articles of Incorporation of this corporation, the provisions of the Articles of Incorporation shall govern.
- B) Should any of the provisions or portions of these Bylaws be held unenforceable or invalid for any reason, the remaining provisions and portions of these Bylaws shall be unaffected by such holding.
- C) All references in these Bylaws to the Articles of Incorporation shall be to the Articles of Incorporation, Articles of Organization, Certificate of Incorporation, Organizational Charter, Corporate Charter, or other founding document of this corporation filed with an office of this state and used to establish the legal existence of this corporation.
- D) All references in these Bylaws to a section or sections of the Internal Revenue Code shall be to such sections of the Internal Revenue Code of 1986 as amended from time to time, or to corresponding provisions of any future federal tax code.

ADOPTION OF BYLAWS

We, the undersigned, are all of the initial directors or incorporators of this corporation, and we consent to, and hereby do, adopt the foregoing Bylaws, consisting of 9 preceding pages, as the Bylaws of this corporation.

Dated: June 1, 2005



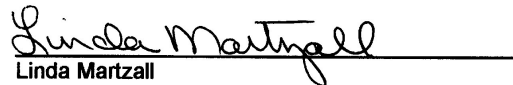
Peggy Hentz



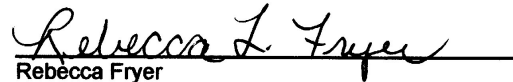
Mirie Katz



Patricia Regalis



Linda Martzall



Rebecca Fryer