



គណបក្សសង្គ្រោះជាតិ នៃ ទ្វីបអាមេរិកខាងជើង

Cambodia National Rescue Party of North America

សង្គ្រោះ បម្រើ ការពារ RESCUE SERVE PROTECT

CAMBODIA NATIONAL RESCUE PARTY ***NORTH AMERICA (CNRP-NA)***

BYLAWS (Adoption, April 26, 2014)

CHAPTER I. PREAMBLE

The Khmer people are descendants of the Great Khmer Empire especially during the 8th to 13th century. Passing through the collapse of the Great Kingdom, the colonialism, the atrocity, the foreign occupation and the intractable social unrest, the Khmer people have proudly abled to maintain their national identity, political pragmatism and optimism. Their pain and past memories have impregnably transformed into struggle for change, safer and freer society.

For over 30 years of war and suffering, the pain and outcry of the Cambodian people, the Cambodian-Americans, the Cambodian-Canadians, and all the Cambodian-Overseas alike would like to dedicate ourselves to fight for basic freedom and true democracy for Cambodia as follows:

To strengthen democracy through checks and balance, and transparency, we promote the rule of law, and advocate for liberty, freedom and justice. We, the Cambodian-Americans, the Cambodian-Canadians, and all the Cambodian-Overseas, take a solemn stance on this day..., to hold a union of trust, sincerity, and dedication.

To unite all the Cambodian-Americans, the Cambodian-Canadians, and all the Cambodian-Overseas alike whose vision is to better future for the Cambodian children and this beloved motherland.

To strengthen the Cambodia National Rescue Party vision, mission and policy which stands for Rescue, Serve and Protect.

CHAPTER II. NAME

SECT. 1. DEFINITION

The Cambodians living in U.S.A. and Canada, which has the full-fledged political affiliation to the parent organization, the CNRP-Cambodia, formed the Cambodia National Rescue Party of North America (CNRP-NA). The CNRP- NA is reactively and proactively playing significant roles in supporting the CNRP-PP and its implementation of key policy, mission and vision such as defending national sovereignty, alleviating poverty line, encouraging democratic principles and pluralism, and advocating against dictatorial and authoritarian rules, and including other critical issues that are facing Cambodia today. Furthermore, the CNRP-NA is pursuing and promoting a long lasting, and mutual relationship with the CNRP-PP. Any membership to CNRP-North America would be subject to review by the CNRP-North America committee, Advisory Council, and Board of Directors.

CHAPTER III. MISSION STATEMENT

- SECT. 1.* Seek to influence the United States, Canada, Cambodian allies, and all the international community on matters of political, diplomatic, and humanitarian issues relating to the development of national security, sustainable economic development, and international cooperation.
- SECT. 2.* Maintain and strengthen grassroots support for Chapter Delegates and local CNRP-chapters throughout the United States and Canada. Respond to political, cultural, social or natural disaster situations occurring in Cambodia.
- SECT. 3.* Keep local CNRP-chapters well informed of current political situation(s) that might endanger the safety of fellow CNRP members, victims of politically motivated offenses, and any human rights abuses that lead to undermine democracy, peace, and stability.
- SECT. 4.* Raise funds in collaboration with local chapters to adequately cover either emergency or annual budget expenditures by commissioning maximum resources, skills, and services from CNRP members at their full potential.
- SECT. 5.* Provide support to CNRP-Cambodia with all necessary human resources and financial resources that will benefit the party as a whole.
- SECT. 6.* Strengthen and promote democracy and human rights through nationalism ideals and self-determination among women, youth, Buddhists and other faiths, community and local organizations.

CHAPTER IV. STRUCTURE

SECT. 1. EXECUTIVE COUNCIL

ITEM 1.1. DEFINITION

1.1.1 Membership to this independent body is reserved for the most knowledgeable senior, active youths, and respected individuals who have actively served or supported CNRP party, or any talent or distinguished individuals who have made significant contribution to the organization. An appointment shall be finalized by the agreement of the CNRP-North America President, plus any three (3) members of the Executive Committee.

1.1.2. Membership of the Executive Council is honorary and ceremonial.

Each member is regarded as a leading figure in supporting the party platform and day-to-day affairs.

SECT. 2. CNRP LOCAL CHAPTER DELEGATES AND GOVERNANCE

ITEM 2.1. DEFINITION

- 2.1.1. Each chapter shall have a minimum of two (2) votes. In addition, each Local Chapter Delegate shall earn one (1) additional vote based upon proportional financial contribution.
- 2.1.2. Membership to the Local Chapter Delegate is reserved for those who exhibited dedication, honesty, and significant contributions to the CNRP organization. Each membership to the Local Chapter Delegate must be nominated or referred by the local CNRP-Chapter President plus other two (2) executive members.
- 2.1.3. Each local chapter must submit the names of the president, Vice-president, secretary, and treasurer for an approval from CNRP-NA and CNRP-Cambodia in order to be fully recognized as an official CNRP-Chapter for each state/province.
- 2.1.4. Each local chapter may not disassociate itself from CNRP-NA as a separate entity and must maintain its affiliation and loyalty to CNRP-NA.
- 2.1.5. Each chapter may dissolve itself by a referendum upon which its affiliation with CNRP-NA and CNRP-Cambodia will be revoked. A referendum for this purpose shall consist of two-thirds of the whole number of active members and delegates in each local chapter.
- 2.1.6. An executive board may be elected to represent each state/province with multiple chapters.

ITEM 2.2. MEMBERSHIP RULE

- 2.2.1. Any Local Delegate member who fails to pay membership fee to their local CNRP Chapter affiliate for 30 days shall be reminded by written notice, fax, and/or e-mail by the local CNRP Chapter Treasurer. The local CNRP Chapter Treasurer shall advise Local Chapter Delegate members of any default membership as prescribed in items 2, 3, and 4.
- 2.2.2. Due to exceptional circumstance beyond their control, any Local Chapter Delegate members that are in an extreme financial hardship are entitled to waive membership obligation for up to five (5) consecutive months. Local Chapter Delegate members must submit a

written and/or verbal explanation to the Treasurer stating the reason for such action. Members who choose to ignore this obligation for 90 days shall be in default for probation and shall be removed the right to vote in the general election, but remain as CNRP-North America regular member. In which case, the member may continue his or her membership for another 60 days of probation beyond when his or her membership shall be revoked pending reauthorization by the Director of Membership.

- 2.2.3. Executive officers, committee directors, and state/province-level representatives shall be accountable for higher commitment of membership obligations including of strict terms and limits, and severe disciplinary penalties. They shall not be late more than 75 days of due membership payment. Exceeding which time, the violation shall constitute grounds subject to disciplinary actions by the President and/or the Director, which may range from temporary functional suspension or revocation of the right to vote, to permanent removal from office.

In the event an officer has been absent for more than the said period or the circumstances could not prevail for him or her to maintain a good membership standing, the President and/or the Director shall rule in light of the crucial consequences of their actions on the subject violation as they see fit. The President, executive member, or any Committee Director shall be vested with the authorization to act independently should anyone of them involves in the subject violation. A simple majority of executive member votes shall be sufficient to impose disciplinary actions, should both the President and the Committee Director concurrently become the subjects of 75-day late payment, and the majority vote shall subsequently rule on appropriate actions that range from dismissal, temporary functional suspension or revocation of the right to vote, to permanent removal from office.

- 2.2.4. Any individual who is terminated by their negligence and wrongdoings shall be eligible for reinstatement pending a full review by the Director of Membership. The Chapter Delegate members shall be required to submit a complete package of application along with a written statement to the Director of Membership.

ITEM 2.3. VOTING RIGHTS AND OBLIGATION

- 2.3.1. Each State and Province shall appoint their delegate members. The delegate members are chosen depending upon the activities, and financial contribution of [that] local chapter to the CNRP-NA. A Chapters delegates member shall have only one (1) casting vote in the presidential election (refer to Section 2, Item 2.1.1).

- 2.3.2. The Presidential candidates are allowed to select and nominate his/her own executive team.
- 2.3.3. The Chapters Delegates members who meet all the qualifications may be appointed by the President to serve in the Executive Committee.
- 2.3.4. Chapters Delegates members shall fulfill all prescribed obligations or risk losing privileges and ultimately, membership.

SECT. 3. EXECUTIVE BRANCH

ITEM 3.1. PRESIDENT

3.1.1. Nomination and Candidacy

Those who consider running for the office of the President of the CNRP-NA must satisfy the following qualifications and criteria:

- 3.1.1.1. The Presidential candidates must be twenty-four (24) years of age and member of the CNRP-NA. The candidates must be nominated and certified by his or her local chapter.
- 3.1.1.2. The Presidential candidates must collect 100 signatures of the members.
- 3.1.1.3. The Presidential candidates must have earned a bachelor's degree or higher, from agents, regional, and/or states/provincial accredited institutions in the United States or Canada that included a major field of study leading to any of the following majors: natural science, social science, physical science, business administration, management, criminal justice, computer science, engineering, arts.
- 3.1.1.4. The Presidential candidates must never have been involved in criminal activities that violated local, state and federal laws, except for minor traffic offenses and misdemeanors.
- 3.1.1.5. The Presidential candidates shall not currently serve in any way, shape, or form with any political parties, and/or organizations undermine the interest of the CNRP and CNRP-NA.

3.1.1.6. In addition to holding the appropriate bachelor's degree or higher, the candidate must obtain the relevant professional experiences, preferably in Cambodian community assistance projects, non-profit charitable activities, and non-governmental community development efforts serving Cambodia, United States or Canada etc. Other equivalents may directly substitute the above qualifications but not on a prevailing basis including any experiences gained while earning an income from operating a privately owned small business, working for a commercial or industrial sector, serving a public entity such as local/Federal Government or a combination thereof.

3.1.1.7. The Presidential candidates shall submit their curriculum vitae (complete biography) outlining skills, education, experiences, qualifications and references to the Election Committee.

3.1.2. Qualification for Candidacy

While this category does not establish a mandatory condition, preferred considerations are given to those who demonstrated to all, or any of the following attributes:

3.1.2.1. The Presidential candidate must demonstrate his or her high moral characters, which also possesses a high level of personal honesty, integrity, and accountability. The CNRP-NA adopts a policy of a 'non-discrimination' regarding social backgrounds, age, sex, race, religion, and disability.

3.1.2.2. The Presidential candidates must possess excellent communication and written skills in Khmer and English.

3.1.2.3. The Presidential candidates shall have the ability to motivate others in a stressful situation while maintaining full composure and impartial view in resolving existing conflicts or inefficiency among CNRP-NA members.

3.1.2.4. The Presidential candidates must have knowledge about, and understand the CNRP-NA's platforms, bylaws, goals and objectives, and internal issues facing the Chapters.

3.1.2.5. The Presidential candidates must have knowledge of Khmer history, culture, and governments, particularly the more recent socio-economic and political developments and issues that related to them.

3.1.3. Tenure

- 3.1.3.1. The executive power shall be vested in the President of the CNRP-NA.
- 3.1.3.2. The president of the CNRP-NA is elected by the Chapters Delegates members. He shall hold his office during the term of four (4) years, and, together with the Vice Presidents.
- 3.1.3.3. The Presidents are limited to serving only two (2) full terms eight (8) years, and will not allow running again after one consecutive term absence from any involvements in the CNRP-NA.
- 3.1.3.4. The presidential elections shall be conducted. The presidential term begins each calendar year on the First of January. If, under any unforeseen or necessary circumstance, the President- elected shall assume office immediately after the election. The incumbent, however, shall continue to serve, during the period of transition until December 31.

3.1.4. Roles

The President of the CNRP-NA is designated, but not limited to, the following roles:

- 3.1.4.1. Chief Chapter, (The President of the CNRP-NA leads the Chapters).
- 3.1.4.2. Head of Chapter, (President of the CNRP-NA is a Chief Executive Officer and Crisis Manager).
- 3.1.4.3. Diplomat, (The President of the CNRP-NA handles external affairs).
- 3.1.4.4. Endorse adhoc subcommittee such as Election Commission and/or others, with the approval of the executive body.

3.1.5. Responsibilities

The President of the CNRP-NA is tasked, but not limited to, the following responsibilities:

- 3.1.5.1. The President is responsible for implementing and enforcing

the by-laws, the procedural rules, and regulations of the Chapters. These by-laws, procedural rules, and regulations are hereby promulgated to institute policies, establishing the Chapters mechanism for the support and protection of the CNRP-NA and prescribe the procedures and guidelines for the implementation of the by-laws in order to facilitate compliance therewith and achieve the CNRP-NA objectives thereof. However, the President reserves the right and authority to VETO any amendments of the by-laws, rules, regulations, and policies that deem non-parallel and objective to the CNRP-NA's mission statement and platforms.

- 3.1.5.2. Presiding over Chapters Delegates Annual Meeting session as well as generates inputs for the meeting agenda.
- 3.1.5.3. The President is obligated to give consideration to all requests when formally introduced by one or more Chapter delegate or advisory members, and may take the request to a full debate if necessary.
- 3.1.5.4. The President shall formulate and presents proposed working agenda or plan to the Executive Committee for evaluation and execution.
- 3.1.5.5. The President shall monitor the activities of the Executive Committee and its progress in any new course of action.
- 3.1.5.6. The President shall submit regular comprehensive reports to the Chapter Delegate annual meeting on issues relating to budget, major expenditures, travel expenditures, and new development, change, irregularity, and prioritized course of action.
- 3.1.5.7. The President shall prepare the annual CNRP-NA budget, monitor all expenditures in accordance with the approved operational budget, and approve all major expenditures.
- 3.1.5.8. The President shall communicate with individual Chapter Delegate and Executive Committee members on the status of the organization: Strength and weakness, working relationship, receiving feedback, and honoring their advices on critical issues.

ITEM 3.2. VICE-PRESIDENTS

- 3.2.1. Two (2) Vice-Presidents, First and Second Vice Presidents are designated to the President on his/her nominations. These nominations shall take place during which the Executive Committee directorship candidates are nominated.
- 3.2.2. The vice presidents must be familiar with all the responsibilities of the President and must be ready to preside upon requested. At all times the vice president should work in close cooperation with the President. The Vice Presidents are the head of the sub-committees and oversees procedural matters.
- 3.2.3. The specific duties of the vice president are to assist the President, preside over the meetings when the President is absent, assume the duties of the President if the office becomes unoccupied, and perform other duties that are specified in the bylaws of the organization.

ITEM 3.3. SECRETARY GENERAL

- 3.3.1. The Secretary General shall be selected and appointed from a pool of Chapters Delegates members. The Secretary General shall serve for the duration of a presidential term of 4 (four) years.
- 3.3.2. The Secretary-General shall work collaboratively with the President, Vice-Presidents, and Chapter Delegate members to implement approved drafts, resolutions, and plans of actions. The Secretary General shall seek mutual cooperation among the CNRP-NA members.
- 3.3.3. The Secretary General shall lead the role as a watchdog for any, but not limited to, shortfalls, overlooked opportunities, inadequacy, urgency, potential threat, and to provide viable solution to the President, and the Executive Committees.
- 3.3.4. Working in conjunction with the Executive Committee, the Secretary General must initiate draft policies, actions plans, and assisting to prepare statements, executive orders, and press releases on the President behalf.

ITEM 3.4. EXECUTIVE COMMITTEES

- 3.4.1. The regular full session of the Executive Committees consists of 7 (seven) Committees in charge of administration, membership, news and information, policies and management, public relations, fund raising, and treasury.
- 3.4.2. Each Executive Committee Director is an appointed cabinet member of the CNRP-NA who interacts directly with the President. Committee Director may recruit qualified CNRP-NA members to form working subcommittee to reduce the workload warranted. Each Committee Director candidate, whose election is held in concurrence with the presidential election, may seek the office of directorship for a maximum of 2 (two) Committee.
- 3.4.3. Adding number of the Committees or assignments may be warranted in accordance to the overall scope of the CNRP-NA operations.
- 3.4.4. The general scope of responsibilities of each Committee is interacted with the Chapter Delegate, the President, the public, and each other to ensure proper implementation of action plans, policies, approved drafts so as to carry them into the fullest effects. In addition to the individually prescribed tasks, each Committee is charged with, but not necessarily confined to the following.
- 3.4.5. Sub-Committee's structure and members shall be first order of business with the Presidential confirmation to recognize its full merit.
- 3.4.6. Submitting budget to the President and Treasurer, outlining all fixed and recurring costs plus any potential revenue as the calendar action plans are put into implementation.
- 3.4.7. The Directors may share with other Directors, but must bring forth the issues and ideas concerning CNRP-NA internal and external affairs to the Secretary General, and working collaboratively to search for best business practices, or available resources in order to help find the solution.
- 3.4.8. Reviewing and approving all reimbursements relating to the operational costs of the Committee and submit the Expense Reimbursement Form with all receipts to the Treasurer for reimbursement. None-receipt purchase shall be justifiable should it be substantiated as mission related, otherwise the spending party will incur all the expenses.

- 3.4.9. Each Committee may seek guidance from the Policy and Management Committee drafting its operating instructions, rules and regulations, but must obtain Committee's own simple majority vote for adoptions and approval of the Vice-Presidents.

ITEM 3.5. Administrative Committee

Objective: To bring about assistance and intermediary roles between different Executive Committees.

- 3.5.1. Coordinating formal and informal meeting/conference schedules between executive members and states/provinces CNRP-NA chapters and/or CNRP-Cambodia and/or CNRP-NA.
- 3.5.2. Once the general consent to meet is agreed upon, the Committee shall solicit prioritized subject items to form agenda starting from the initiating party and finalize it with the President's concurrence.
- 3.5.3. Depending on the compelling urgency the meeting would be, the meeting shall communicate via phone, and emails.
- 3.5.4. Overseeing general publication and identifying any required modifications of standardized forms, stationary, and award trophy/certificate.
- 3.5.5. All records and reports such as survey reports, meeting agendas/minutes, used forms/stationary, correspondent letter, and press releases by the CNRP-NA must be filed.

ITEM 3.6. Membership Committee

Objective: Developing goals, objectives and plans for recruitments and enforce membership rules.

- 3.6.1. Developing strategic planning for members recruitment and retaining activities oversight, and enforcing membership rules as to cultivate the predominance of a law binding network. Also, working collaboratively with local chapters to allocate resources (campaign material, funding support, etc.), and providing logistic supports if necessary.

- 3.6.2. Preventing theft, fraud, abuse of membership rights.
- 3.6.3. Promoting a merit-based judgment for all members.
- 3.6.4. Working collaboratively with CNRP-NA local leaders to establish structure and organization at the local level.
- 3.6.5. Working collaboratively with local leaders to establish strategic planning for growth, and create reward systems that can help with recruiting efforts.
- 3.6.6. Providing help and assistance to local leadership, and maintaining complete and accurate record of membership.
- 3.6.7. Providing report and updating the Director of Administration on recruitment status. The Director of Administration shall submit a report on the recruitment status to the President.
- 3.6.8. Working with the Director of Public Relation and local leaders, the membership committee needs to distribute the leaflets, campaign literature.

ITEM 3.7. Finance and Treasury Committee

Objective: The Finance and Treasury Committee has oversight responsibility for the CNRP-NA's budget, and stores financial records, and balance the budget for the CNRP-NA.

- 3.7.1. The Finance and Treasury Committee shall be selected and appointed by the President of the CNRP-NA.
- 3.7.2. The President shall be a co-signer, and finalized all expenditures and distributions.
- 3.7.3. The reimbursement requests must accompany by the original receipts and reimbursement request form.
- 3.7.4. Must submit revenue and expenses reports periodically to the President.
- 3.7.5. Having strategic planning for fundraisings, identifying funding sources, and promoting activities of financial gain for the CNRP-NA.
- 3.7.6. Must have a valid identification and information for the sender/receiver in order to secure the transactions. The transactions receipt of

approved wire transfers to CNRP-Cambodia.

- 3.7.7. Coordinating aids to Cambodia disasters and the victims of political repressions.

ITEM 3.8. Policy & Management Committee

Objective: To draft, amend, and interpret any CNRP-North America by-laws or its Committee's policies, rules and regulations, guidelines, procedures, and protocols, institutionalizing common cognitive empiricism, modern management practices and the basic tenets of democracy for the purpose of establishing orderly, consistent, impartial, and effectual CNRP-North America functional dimension.

- 3.8.1. Initiate draft or outline CNRP-North America and Committee-level policies, rules and regulations per coordination with other Committees, the President and the Vice Presidents, to be followed by Chapters Delegates adoption process.
- 3.8.2. Interpret policy, rule and regulation, guideline, or procedure that contains ambiguity, or discrepancy in a ruling article.
- 3.8.3. Lay out enforcement hierarchy (chain of authority) with a proportion of check and balance ensuring enforcement and due process are exercised at all level.
- 3.8.4. Ensure all draft policies, rules and regulations are of objective intent within the boundary of practical norms, non-contradictory, and subject to minimal interpretations.
- 3.8.5. Recommend obsolete documents be suspended, rescinded, and/or revised with the President and Vice Presidents deliberatively prior to subjecting to Chapter Delegate legislative process.
- 3.8.6. Drafting guideline, process or protocol relevant to a particular Committee who may seek the Policies and Procedures Committee's discretion but the Committee may also opt to undertake the task singularly without external collaboration.

ITEM 3.9. News & Information Committee

Objective: Objectively disseminating any hard copied, internet-borne media material or periodicals to CNRP or Cambodia's interest. Proactively promoting the freedom of

press of any form (printing, broadcasting, web media) when they would purposely serve to convey factual and objective news and information contributing to freedom, democracy and the rule of law.

- 3.9.1. Propose a calendar's actions plan to include news-publishing means, distribution details, labor and material, and associated budget. Successful lines of publications or information content particularly those of self sustaining quality should be kept for repeated use. The president shall approve the actions plan prior to implementation.
- 3.9.2. In coordination with Director of Membership and local-level leadership maintain and expand a network of an interactive media-receiving beneficiary to keep costs at bare minimum while effortlessly reaching wide audience.
- 3.9.3. The director shall be the front line of advocacy instilling ethics and professionalism in any journalistic works done by CNRP-North America as to maintain original, accurate, impartial, and non-partisan media coverage.
- 3.9.4. Deliver the weekly "Light of the Khmer Nation publication" to the CNRP-North America members by mail, facsimile, e-mail, or Internet posting.
- 3.9.5. To the extent necessary, keep the President and Chapters Delegates updated of the implemented and unimplemented activities including any better and worse yield indications.

ITEM 4.0. Public Relations Committee

Objective: To advocate the party's platform, missions, and achieved results, while projecting their net positive images unto the public (i.e. Federal Government, Media, and International Organizations, Donor Countries, NGOs, Political Parties, activist members etc.). To safeguard the party's livelihood and protection of its prospective interests.

- 4.0.1. Take a proactive stance in influencing the opinions of the US/Canadian government, the international community, and the participating NGOs relating to the Cambodian issues. The approaches are commonly lodged in the forms not necessary limited to individual or collectively signed letters, official/personal visit, and mass demonstration.
- 4.0.2. Keep calendar booking of the public function events such as planned demonstration dates, meeting with policy-maker/lobbyist, and

addressing/ participating in community cultural and religious gathering etc. Play the leading role or a complimentary one organizing such formal meetings between CNRP officials, supporting community, and public figures.

- 4.0.3. Depending on the size, purposes, and constraints of the given circumstances, organize mass demonstration that may involve interstate and Canada participations. A typical demonstration gathering is preferably spontaneous but efforts to induce a sizable turnout may involve a series of tasks ranging from making point of contacts with community/organization of interest, supplying needed items (poster, banner, speakerphone...etc.), to improvising transportation/room/board.
- 4.0.4. The Committee shall be the front line of sight, enforcing the prohibition of sarcasm and contemptuous language from being displayed in public on the Party's behalf.
- 4.0.5. The Committee is tasked to compose/review, publish and distribute hard copied CNRP-North America literatures (i.e. catalogue, leaflet, fact sheet, videotape, DVD, survey form,...etc.), which requires a minimum network of coordination with the Administrative Committee, News and Information Committee, Membership Committee, and in particular the local leadership tributary as the final outlet for distribution.
- 4.0.6. In the event of a potentially explosive controversy due to source externally or internally (allegation of wrong doing, death of an CNRP member, member defections,...etc.), an appropriate measure should be sought from the Litigation Counsel with the President's consultation, and cautiously proceed to implementing the appropriate remedy (i.e. forum discussion, public manifesto, or disclaimer,...etc.)

ITEM 4.1. Fundraising Committee

Objective: Other than membership collection activities, raise fund from an organized event, as well as random or targeted solicitations for a specified purpose.

- 4.1.1. Identify the most viable fundraising options suitable to fulfill a specified purpose. Depending on the intended use, fundraising should not be limited to any one method: Formal banquet, cultural or religious ceremonies, direct mailing, sale/auction, or general announcement are the feasible fundraising avenues. Likely sources could be inside or outside CNRP supporting community, charitable foundations, businesses, government and non-government based institutions.

- 4.1.2. Return tangible incentives and/or results to donor/sponsor so as to justify their contribution. These incentives range from memorabilia, T-shirt, or simply showing proof of documented accomplishments from past contributions, to Certificate of Appreciation.
- 4.1.3. Whenever possible engage local leadership to maximize resources and collaboration between participating entities in a fundraising effort.
- 4.1.4. Keep accurate booking of all transactions, including projected forecasts as the roadmap to plan future fundraising activities.

ITEM 4.2. Litigation Counsel

Objective: Has the dual capacities of an investigating body and a jury whose independent ruling carries exclusively on internal CNRP-North America disputes.

4.2.1. Composition & Special Delegation

- 4.2.1.1. A minimum of 3 (three) but not to exceed 7 (seven) standing members shall compose the Committee at any one term. Eligibility considerations are given to any third party CNRP-North America member whose membership is confirmed by Chapter Delegate majority vote. Committees that compose of 3 to 5 members shall rule with a unanimity; the other two compositions are required to reach a verdict with at least 5 votes, otherwise hung jury will result followed by another deliberation. One or more members shall be added by presidential appointment to the Committee following a second hung jury.
- 4.2.1.2. All activities undertaken by the Committee shall have complete independence and immune from influence of the executive elements including the Office of the President. Should there be reasonable doubt of interference, the President or the non-dispute person next in chain of authority (higher or lower) shall order a complete overhaul of the activity.
- 4.2.1.3. In the event a member is a defendant, plaintiff or an accessory to a case, his/her membership shall be forfeited and presidential appointment shall determine his/her replacement. If the President is a disputing party, the next person in the chain of authority (higher or lower) namely the First Vice-President shall appoint the substitute and the additional members.

4.2.2. **Responsibility**

4.2.2.1. The Committee shall take the mediating role if every disputing party is a group (i.e. city level CNRP-North America affiliate), in resolving a case by seeking a common ground agreeable to all disputing parties, otherwise the Committee shall render a verdict and issue a sentence at its discretion in accordance to the admitted prima-facie evidence together with the provisions of the law.

4.2.2.2. The Committee's Chairperson, elected from among appointed members, shall oversee and reinforce proper conducts on all activities including Committee's own investigations, gathering and determining the admissibility of evidence.

4.2.2.3. Unless otherwise pronounced improper, bearing of reasonable doubt of interference or misconduct, all decisions/rulings are final and not open for further appeal. The appellant(s) is then referred to a higher decision making body such as CNRP's Steering Committee or the equivalent thereof.

CHAPTER V. VOTING PROCEDURE

SECT. 1. Having its members drafted from a diverse pool of highly qualified members, the formation of an elections Committee shall take place at least two (2) months ahead of the election. This Committee shall establish guidelines and voting procedures within allowable parameters, as well as monitor and enforce them during the course of an election. Refer to Election Procedures and Regulations for unabridged details.

SECT. 2. Elections may take place on a date and location as deemed appropriate by the Elections Committee.

SECT. 3. Candidate nomination may be solicited by regular mail or electronics means, and qualifications shall accord to those outlined in the Elections Procedures and Regulations.

SECT. 4. Through verifiable information such as name, Chapter Delegate Registration Number, and/or CNRP membership number, absentee voting may be done electronically or by mailing.

SECT. 5. A proxy vote is acceptable in all situations provided eligibility is verifiable as stated above.

SECT. 6. A tie vote shall be overridden by the Chapter Delegate's general consensus.

SECT. 7. A simple majority vote is adopted in all situations unless otherwise specified.

CHAPTER VI. AMENDMENT AND RATIFICATION

SECT. 1. Chapter Delegate 's vote shall adopt amended section or item to which any portion of this Bylaws is repealed, modified, or added, and shall ratify immediately thereafter by the signatures of its holding members.

SECT. 2. Amendment shall be inscribed in this document under the Amendment Section.

SECT. 3. The present Bylaws shall be presented in both English and Khmer language.

SECT. 4. The signatures of the original Chapter Delegate members shall therefore ratify the first version of CNRP-North America Bylaws.