



American Jewish Press Association  
Bylaws 2018 Edition

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Updated, June 2018**

**ARTICLE I: Name and Description**

1.1 The name of the organization is the American Jewish Press Association. The American Jewish Press Association (AJPA), founded in 1944, is made up of Jewish-purpose publications, media and individuals serving communities in the United States, Canada and Israel.

**ARTICLE II: Offices**

- 2.1 The registered office shall be located at 107 S. Southgate Drive, Chandler AZ 85226.
- 2.1 Regular business is conducted at 107 S. Southgate Drive, Chandler, AZ 85226.
- 2.2 The AJPA may also have offices at such other places as its Executive Committee may from time to time determine.

**ARTICLE III: Purposes and Objectives**

3.1 The fundamental, motivating purpose of the AJPA is to achieve a sense of (atmosphere and) fellowship and high professional standards among Jewish media and journalists; to develop a collective voice on matters of concern to us as professional Jewish media people; to speak out, as an Association, on matters and areas that we regard as of importance to the field of Jewish media; to do what we can in concert to earn prestige for and recognition of the Jewish media as a vital element on the Jewish scene and to promote the survival, interests and improved standards and quality of the Jewish media.

**ARTICLE IV: Seal**

4.1 The corporate seal and official logo of the AJPA shall have inscribed thereon the name of the Association, its initials (AJPA) and such other information as may be required by law. Said seal may be used by causing it or a facsimile thereof to be impressed or affixed or in any manner reproduced.

**ARTICLE V: Membership: Classes, Eligibility, Requirements, Admissions**

- 5.1 The American Jewish Press Association shall be composed of the following classes of membership or affiliation:
  - a. **Full Membership.** Any Jewish community newspaper, regardless of its sponsorship, or the location of its publication or distribution, may apply for Full membership in the American Jewish Press Association. Full membership is available to Jewish-purpose publications appearing weekly, bi-weekly, fortnightly or semi-monthly, serving a specific community and/or contiguous communities. Also eligible for Full membership are Jewish press, wire, syndicate services and television and radio stations, which fall under the highest circulation criteria for Full membership. Full members are entitled to all privileges of membership, including the right to hold office and vote. Each Full member shall be entitled to one (1) vote at all AJPA meetings.
  - b. **Associate Membership.** Any other Jewish community newspaper or magazine not eligible for a Full membership may apply for Associate membership. Such media includes but is not limited to monthly publications or those published less frequently. Associate members are entitled to all privileges of membership, including the right to hold office and vote. Each Associate member shall be entitled to one (1) vote. Associate members may serve on and take part in all committees of the AJPA.
  - c. **Individual members.** Persons who are substantially involved as professional journalists or bloggers in the field of Jewish journalism may apply for an Individual membership. Individual members may vote and hold office in the AJPA, provided that no more than two individual members may serve on the Executive Committee or as officers at any time
  - d. **Emeritus members.** Members of the association who have retired from a Jewish media organization or their journalism career (including freelance work) can apply for a reduced membership rate at an amount to be determined by the Executive Committee. Emeritus members are entitled to vote, but may not hold office in the AJPA.
  - e. **Affiliate members.** Affiliate members of the AJPA are individuals, publications or institutions substantially involved in Jewish communications or publishing. Affiliate members are entitled to vote, but may not hold office in the AJPA.
  - f. **Website members.** Websites that have unique domain names separate from an associated print publication, with primarily original content, and that serve a news/features interest to the Jewish community may apply for a Website membership. Website members are entitled to all privileges of membership, including the right to hold office and each Website member shall be entitled to one (1) vote. Website members may serve on and take part in all committees of the AJPA.
  - g. **Individual Student Members.** Students working for a school publication and interested in exploring and/or pursuing careers in Jewish media may apply for an Individual Student membership.
  - h. **Student Newspapers.** Student publications geared toward Jewish students may apply for a Student Newspaper membership.

- 5.2 **Applications for Membership.** Those seeking membership in the AJPA must complete an application. Applications for Full, Associate and Affiliate membership must be accompanied by five (5) consecutive issues of the publication/program seeking admission, a publisher's circulation statement or sworn statement and a letter of interest and/or letter of recommendation. A Website must be in existence for at least one month prior to the application, and also must submit a statement indicating metrics for the site and a letter of interest stating involvement with Jewish journalism. The letter of recommendation is required to come from an editor or producer with a Jewish media organization. Applications for television and radio stations must be accompanied by video or audio clips of five (5) news or feature stories. Persons seeking Individual membership must include with their application credentials in the form of a letter of endorsement from an editor or producer with a Jewish media organization, as well as at least five (5) published samples of work for review. All letters for any category must state the applicant's target audience. All applications shall be reviewed and approved by the Membership Committee
- 5.3 **Admission of Members.** Upon notification by the chair of the Membership Committee that applications have been validated, the President or Executive Director shall prepare or cause to be prepared an official Membership Admission Ballot, which will set forth the items listed in the above sections, and providing space for a "Yes" or "No" on the question of admission. Such ballots are to be distributed to the full membership. Those seeking membership will be deemed admitted if a simple majority of ballots returned within 15 days vote in favor of admission. Members may vote on the admission of new members at meetings or by mail or electronic ballot.
- 5.4 **Notification.** The President, membership chair or other designated AJPA officer or staff member shall promptly notify applicants of the results of the membership ballots or votes, and will also notify the membership and officers of the AJPA of such results.
- 5.5 **Membership Committee.** There shall be a Membership Committee to be chaired by a member designated by the President and composed of members named by the President and/or membership chair. The Membership Committee will assist the President and other appropriate officers of the AJPA in the recruitment of members, in the processing and approval of applications, resolving disputes on class or status of membership and such other duties as the President deems appropriate.
- 5.6 **Status of AJPA Past Presidents.** Past AJPA Presidents who remain active in the Jewish publishing field shall have the right to vote and hold office in the AJPA.

#### **Special Affiliated Units:**

Existing Jewish media, journalistic, communications or public relations organizations may be admitted into the American Jewish Press Association as "Special Affiliated Units." Such units can continue to exist as separate organizations for existing purposes, but upon admission to the AJPA, members of those Special Affiliated Units can participate in all activities of the AJPA, including attendance at Annual Conferences, Special Meetings, Workshops and other programs, but unless otherwise eligible cannot vote or hold office in the AJPA.

The following existing organizations and their members are admitted, on the above basis, as Special Affiliated Units with the adoption of this Amendment to the AJPA Bylaws. Other such Special Affiliated Units may be admitted to the AJPA in the future by applying for such status, which will become effective with approval of the Amendment by a majority of members of the AJPA voting in person at an Annual Conference or by e-mail, fax or U.S. mail within 15 days of receipt of the application.

Admitted initially are:

The International Jewish Media Association, a worldwide organization for Jewish journalists, editors, publishers, communications and public relations professionals, which was created in 1987 in Jerusalem. All present and future members of The International Jewish Media Association shall be entitled to the privileges of members of Special Affiliated Units as outlined above.

Non-English Language Writers/Individual Jewish journalists and media, electronic or print, who reside and work outside of the United States or Canada, who are not formally affiliated with the International Jewish Media Association (IJMA), may also apply for Special International Affiliate Status within the AJPA. Upon admission to the AJPA as Special International Affiliates, they will automatically be considered members also of IJMA. They may attend meetings, workshops and programs of the AJPA, but are not entitled to vote or hold office in the AJPA. They may choose to retain their own by laws and treasurer.

The American Jewish Public Relations Society, an organization for Jewish public relations, communications and marketing professionals, organized in 1957 and its present shall be entitled to the privileges of Special Affiliated Units as outlined above.

#### **ARTICLE VI: Membership Dues**

6.1 The Executive Committee is empowered to fix the amount of annual dues for all categories of membership and to levy such other assessments as may become essential to the needs and welfare of the AJPA. Such actions may be put into effect

only upon approval of majority vote of the membership present at any Annual, Midterm or officially called meeting, or when necessary, by ballot.

6.2 Dues are payable annually, due within 30 days of invoice.

6.3 Any member falling into arrears in dues for more than one year in the payment of regular annual dues, or three months in the case of special assessment, shall be suspended from membership until the entire amount is paid or a settlement is reached that is acceptable to a majority vote of the Executive Committee. Only fully paid members may participate in votes either in person or by ballot (proxy votes are not accepted or valid).

#### **ARTICLE VII: Elections**

7.1 At least thirty (30) days before the date of the Annual Meeting, the President shall appoint a Nominating Committee of at least five (5) members but no more than eight (8) members. The Nominating Committee shall solicit candidates for each of the elective offices of the AJPA, and shall be responsible for proposing a slate of officers. The slate shall be submitted to the membership at the Annual Meeting, with the reminder that nominations may be added from the floor.

7.2 The Nominating Committee shall obtain the consent of nominated individuals prior to the completion of the slate.

#### **ARTICLE VIII: Officers: Eligibility, Duties, Succession**

8.1 **Eligibility to Hold Office.** Only official representatives of Full or Associate Member media outlets, Website and Individual members, shall be eligible to hold office. Official representatives include editors, publishers, business or general managers, or such other full-time employees of the member publications as may be designated official AJPA representatives by chief operating officers of those publications or other entities. If an individual holding AJPA office is to leave a member publication, the President may ask the executive committee for approval to retain that individual in his or her AJPA position for a period of no more than 60 days.

8.2 **Officers.** The officers of the AJPA shall be: a President, three or four Vice Presidents, designated First, Second, Third, and Fourth Vice Presidents, respectively; a Secretary, and a Treasurer.

8.3 **Terms.** The officers shall be elected for a term of one year and shall serve until their successors take office. No officer shall serve more than three (3) consecutive one-year terms in the same office. This limitation of no more than three (3) consecutive one-year terms for an officer can be set aside only on recommendation of the Nominating Committee approved by a two-thirds vote of the members attending a general membership or official special meeting.

8.4 **Duties of the President.** The President shall preside at all meetings of the Association general membership and at all meetings of the Executive Committee. He/she shall be an ex-officio member of all standing committees and of all special committees that may be appointed. He/she shall approve members of all committees and designate the chair of each. The President shall be empowered to act on behalf of the Association to carry out its policies and represent the Association in all official actions. He/she will act as executive officer of the Association and direct its activities.

#### **8.5 Duties of the Vice Presidents.**

a. Vice Presidents: Duties: If the office of President becomes vacant for any reason during the term of office, or if the President is unable to perform the duties of the office, the First Vice President shall become President of the Association until the next Annual Membership meeting and election of officers. The line of succession will proceed to the Second, Third, or Fourth Vice Presidents respectively, as needed. Any questions on such successions shall be resolved by a simple majority vote of the Executive Committee. The Vice Presidents may also be called upon by the President to preside at parts or all of the general membership or special meetings, and shall have specific responsibilities. The President may designate any of the Vice Presidents to chair specific committees relating to the above-mentioned or other areas.

b. Vice Presidents: Composition: At least one (1) of the three or four Vice Presidents shall be from a newspaper with a circulation of under 10,000. Among the three or four Vice Presidents, both the Editorial and Business areas should be represented.

8.6 **Duties of the Secretary.** The Secretary shall conduct such correspondence as the President may direct, or may be required by the Executive Committee. He/she shall maintain a permanent record of all such correspondence for reference when the occasion requires it. He/she shall make every effort to attend all meetings of the general membership, and also all meetings of the Executive Committee, and shall keep and distribute accurate recorded minutes of the proceedings of all such meetings.

8.7 **Duties of the Treasurer.** The Treasurer shall present a written financial report at the meetings of the Executive Committee, and also at the annual membership meeting.

8.8 **Vacancies.** Except as provided above for the office of President, in the case where a vacancy occurs in any office for any reason, the President, with the approval of a majority of the Executive Committee, shall name a successor to serve for the period of that officer's unexpired term.

#### **ARTICLE IX: Standing Committees**

9.1 Immediately upon assuming office, the President shall appoint and designate the chairs of the following committees:  
Committee on Membership  
Committee on Ethics and Professional Standards  
Committee on the Annual Conference  
Committee on Sponsorship

## ARTICLE X: The Executive Committee

10.1 **Composition:** The executive committee shall consist of all the officers and up to 20 at-large non-officer members, including up to two affiliate members. Of the up to 20 at-large members, 12 shall be nominated as a slate by the nominating committee and elected as a slate by a majority vote of the AJPA members present and voting at an election. The President may appoint up to four additional at-large members.

- a. **Student Member.** At least one Jewish student shall be allowed membership and have voting rights.
- b. Past Presidents of the AJPA who remain active with AJPA and their organization, publication or other media shall automatically be members of the Executive Committee with the right to vote at the Executive Committee level. These past Presidents shall be counted in addition to the 20 at-large members.

10.2 A set of minutes of the proceedings of all meetings of the Committee shall be prepared by the Recording Secretary and sent to each member of the AJPA as soon as possible following such meetings.

10.3 The Recording Secretary of the AJPA shall also serve as the Secretary of the Executive Committee. Six members of the Executive Committee shall be considered a quorum to conduct business.

## ARTICLE XI: Other Committees

11.1 **Committee on Membership.** There shall be a Committee on Membership, to be chaired by a member designated by the President. The Membership Committee will assist the President and other appropriate officers in the recruitment of new members, in the receipt, review and processing of all membership applications; for resolving disputes on classification or status of membership; and such other duties as the President deems appropriate.

11.2 **Committee on Ethics and Professional Standards.** There shall be a Committee on Ethics and Professional Standards appointed by the President of the AJPA and chaired by a member designated by the President and at least four other members. The Committee will be responsible for investigating all complaints from any source about alleged misconduct on the part of any member publication, and to investigate the activities by non-member agencies or publications that engage in practices that injure the reputation of the Jewish press in and violate the rules enumerated in this section.

The Committee on Ethics and Professional Standards will investigate complaints from member publications as well as those filed by outside parties. In order to avoid both the reality and the appearance of a conflict of interest, in cases of a member filing charges against a fellow member serving the same geographic circulation area, it is encouraged that the complaining party seek other parties from different geographic circulation areas to join it in the complaint process.

**Violations of AJPA Code of Ethics Defined.** It shall be a violation of the AJPA Code of Ethics and these Bylaws for any members to engage in any of the following:

- a. **Editorial Practices.** The AJPA fully respects the absolute right of any member publications or agencies to have full editorial control or discretion over the contents, opinions and materials to be included in their publications or other communications vehicles. The AJPA Committee on Ethics and Professional Standards will not consider any complaints that would question or challenge the rights of editors, publishers or heads of other member entities to have full editorial discretion over the contents of their publications or other vehicles of communication. At the same time, the AJPA, like other professional journalism organizations, defines certain editorial practices as unacceptable and violations of its Code of Ethics and Bylaws, including the following:
  - (a). To engage in plagiarism, which is dishonest and unacceptable, within all areas of journalism. "Plagiarism" is defined as: the appropriating of words or images of others without proper attribution, permission or other credit; to imply or state that the words or images of others are that of the publication or other vehicle of communication, either print or electronic; or to pass off as one's own, the words or images of others.
  - (b). To fail to obtain advance, and preferably written permission from original sources of editorial material, artwork, photographs, cartoons and other materials from its creator.
  - (c). To fail to pay promptly the agreed upon price for the words or images of others as defined above.
  - (d). To fail to attribute properly to the original source a specific wording relating to a news item, editorial or column, or to quote substantial information from another source without proper attribution.

b. **Business Practices.** The members of the AJPA are committed to being rigorously honest in all of our business, advertising and marketing practices so as to reflect only integrity upon our profession. It shall be a violation of the AJPA Code of Ethics and these Bylaws, for any members to engage in any of the following:

- (a). Misrepresenting the nature, location or circulation of any publication or other communications vehicle, for any purpose. Publications should claim circulation figures that correspond with their official statements of ownership, management and circulation as required by law; other entities should be able to provide documentation to back each figure.
- (b). It is recognized that claimed "readership" differs from provable "circulation." However, claims by media outlets should be clear as to whether they are referring to circulation or readership. Claimed readership could be higher than actual circulation, but should not be unduly exaggerated beyond acceptable industry standards. The AJPA Committee on Ethics and Professional Standard can make a finding that claimed readership figures are unduly inflated and direct a member publication or entity to take corrective action.
- (c). To engage in "boiler room" practices consisting of long distance telephone, electronic or mailed solicitations of advertising in areas not being served by the media outlet purported to be represented.

- (d). To engage the services of an agency that retains an excessive proportion of the “take” from any advertising sale in comparison to the accepted norms of the advertising profession.
- (e). To send invoices for or to publish any advertising that has not been specifically authorized in writing by the client.
- (f). To engage in coercive, obnoxious or threatening practices to obtain payment for advertising.
- (g). To engage in any fraudulent or misleading practices that bring discredit upon the publication in particular and the American Jewish Press Association in general. To mislead a client or potential client as to the ownership, name, circulation and nature of the media outlet.

c. **Investigation and Handling of Complaints.** The Committee on Ethics and Professional Conduct will promptly investigate any complaints received about alleged practices of any member. The member being complained against will be notified fully in writing of the nature of the complaint and be given the opportunity to reply in writing and to appear in person before the Committee, as well as be represented by legal counsel. No member of the committee who has submitted a complaint will be authorized to deliberate or to vote on the disposition of the complaint. After hearing both sides of the complaint, the Committee may recommend corrective action, which may include: (a). suggested elimination of specific practices; (b). suspension of the member refusing to cooperate; (c). expulsion of the member refusing to cooperate. Once an investigation has been launched, no resignation received from the member that is being investigated will be accepted until the investigation is completed. Members submitting such resignations will be listed as “suspended” until the matter has been resolved. If the member is found guilty of violating the code of Ethics and Professional Conduct by the Committee, expulsion will be automatic.

11.3 **Committee for the Annual Conference.** The Committee for the Annual Conference shall be composed of a Chair, an Editorial Co-Chair, a Business Co-Chair and such other members as the President, or the chair or co-chairs may appoint. The duties of this committee shall be to plan programming for the Annual Conference.

11.4 **Committee on Sponsorship:** The Committee on Sponsorship shall be composed of a Chair and at least three (3) members of the AJPA in good standing appointed by the Chair and/or the President. The duties of this committee shall be to recruit and process sponsors for AJPA annual conference and Rockower Awards and other activities as deemed necessary.

#### **ARTICLE XII: Annual Meeting; Other Meetings**

12.1 The Annual Meeting of the Association shall be held annually, at a time and place deemed convenient by the Executive Committee. Special membership meetings may be called by the President, or upon petition signed by at least ten (10) members in good standing, and presented to the President. Such petition shall state the purpose for which a special meeting is to be called.

12.2 Twelve (12) members in good standing shall constitute a quorum for general and/or special membership meetings (proxy votes are not accepted or valid and do not constitute the quorum)..

12.3 Member-publications or other medium may have staff representation at any membership meeting, and such staff members shall be permitted to take part in discussions, but each member shall be entitled to only one (1) vote.

12.4 Notice of the annual meeting shall be distributed to the membership at least eight (8) weeks prior to the date set for such meetings. In case it is found that it is not practical to hold such an annual meeting at the time or place specified in the original call, then the Executive Committee shall select another time and/or place, and notify the membership, at least four (4) weeks prior to the date then set.

12.5 The order of business at the annual membership meeting shall be: Reading and Approval of Minutes; Treasurer’s Report; Report of Committees; President’s Report; Report of Nominating Committee; Unfinished Business; New Business; Adjournment.

12.6 There may be a Mid-Term Meeting of the AJPA, to be held in the Fall or Winter, and which shall be governed by the same procedures set forth above for the Annual Membership meetings.

12.7 The order of business at any special membership meeting shall be: Presentation of subject of petition; Discussion and action; Adjournment.

#### **ARTICLE XIII: Suspension or Expulsion**

13.1 Any member may be subject to suspension or expulsion if found guilty of having violated the Association’s Code of Ethics. Petition for suspension or expulsion shall be presented to the Executive Committee, which, in turn, shall submit its recommendation, based upon two-thirds vote cast by a quorum of the Executive Committee, to a regular or special membership meeting. The decision reached by such membership assembly shall be final. Any member accused of having violated the Association’s Code of Ethics, shall have the right to appeal before the Executive Committee and/or general membership meeting, in its own defense.

#### **ARTICLE XIV: Annual Report**

14.1 The President and Treasurer shall present to the Executive Committee annually, an annual report of activity and a financial report, and copies of such reports shall be distributed at the annual meeting.

#### **ARTICLE XV: Investment of Corporate Funds**

15.1 **In General.** The Executive Committee may take, receive and hold, in trust, such property, real or personal, as may be given, devised to, or otherwise vested in the Corporation, in trust, for such purposes, set forth in the trust instrument, as are

consistent with the exempt purposes of the Association. The Executive Committee may take, receive and hold such other property, real or personal, as may be given, devised to, or otherwise vested in the Association, as part of the general assets of the Association and committed to its exempt purposes.

**15.2 Investments.** The Association shall have the right to retain or sell any part of any securities or property, real or personal, given, devised to, or otherwise vested in it, whether or not in trust, and to invest and reinvest any funds held by it, according to the judgment of the Executive Committee. The Association may transfer all or any part of its assets in a revocable trust to a Corporate trustee qualified under relevant laws.

#### **ARTICLE XVI: Miscellaneous**

**16.1 Indemnification.** The Association shall indemnify any person who was or is a party or threatened to be made a party to any threatened, pending or completed action, suit, or proceeding by reason of the fact that he is or was a representative of the Association, or is or was serving at the request of the Association as a representative of another corporation, partnership, joint venture, trust of other enterprise, against expenses (including attorney's fees), judgments, fines and amounts paid in settlement actually and reasonably incurred, if such person has been successful on the merits or otherwise in action, or upon a proper determination in the specific case that indemnification is proper in the circumstance because he/she has met the applicable standard of conduct, as set forth in relevant laws. The Association may purchase and maintain insurance for the purpose of indemnification on behalf of any or all persons to the full extent permitted by relevant law.

**16.2 Fiscal Year.** The fiscal year of the Association shall be the twelve (12)-month period ending December 31.

**16.3 Exempt Activities.** Notwithstanding any other provision of these Bylaws, no director, officer, employee or representative of the Association shall take any action or carry on any activity by or on behalf of the Association not permitted to be taken or carried on (a) by an organization that is exempt under Section 501(c)(3) of the Internal Revenue Code of 1954 and its regulations (as they now exist or as they may hereafter be amended), (b) by an organization's contributions to which are deductible under Section 170(c)(2) of such Code and regulations (as they now exist or as they may hereafter be amended), and (c) by an organization subject to the Solicitations of Charitable Funds Act, 1963, Aug. 9 P.L. 628, § (as such law now exists or may hereafter be amended).

#### **ARTICLE XVII: Methods of Amending These Bylaws**

**17.1** These Bylaws may be altered or amended by a two-thirds majority vote of the members in good standing who are either (a) present at any official membership meeting, or (b) respond to a mail or electronic ballot proposal to amend the Bylaws, which can be proposed by any member for a vote, within 15 days of its mailing. The nature of the proposed amendment shall be described in writing either in the call for the meeting at which it is to be acted upon, or on the mail or electronic ballot submitted to the membership.

#### **ARTICLE XVIII: Procedure**

**18.1** In all cases where parliamentary procedure is invoked, Robert's Rules of Order shall be the final authority. The President may appoint a Bylaws committee chair, who may serve as Parliamentarian for assistance in interpreting the constitution, Bylaws and rules of the AJPA.

## **APPENDICES: PROCEDURES, GUIDELINES AND POLICIES**

### **APPENDIX A: Code of Ethics**

Membership in the American Jewish Press Association makes it obligatory to practice, honor and scrupulously observe the standards and ethics as set forth in the following:

- a. To produce a journalist piece on a regular, seriatim, and uninterrupted basis, whether weekly, bi-weekly, fortnightly, semi-monthly or monthly, and to do so in dedication to progress and development of Jewish life in general and the best interests of the local community being served.
- b. To help develop a responsive and well-informed Jewish public by providing news, background material and interpretive matter as.
- c. To solicit subscriptions and/or advertising patronage solely on the merit of the publication. It is suggested in this connection that the emphasis be on circulation, reader-interest, and devoted and effective service to the community.
- d. To cherish and guard the paper's or other medium's editorial integrity, dependability and value to the community.
- e. To abide fully to the rules and standards set forth in Article XI, Section 11.2 of the AJPA Bylaws, which defines the powers of the Committee on Ethics and Professional Standards and prohibits specific unethical and unprofessional practices.

### **APPENDIX B: Reprinting Guidelines**

Jewish media outlets are expected to respect the rights of fellow members to their material published in their publications. Copyright laws are also expected to be observed. Before any material is reprinted from another media outlet, the editor or publisher of the original material must be contacted in writing for permission to reprint. This applies to news stories, features, cartoons, editorial or advertisements. Once permission is given, it is required that the source of the story be clearly credited. The sharing of material is encouraged, but only if these procedures are carefully followed, along with those set forth in the provisions on the Committee on Ethics and Professional Standards (Article XI, Section 11.2 A).

### **APPENDIX C: Professional Staff**

The Executive Committee is empowered to engage a professional staff person or persons to handle the administrative duties of the AJPA. Such persons serve at the pleasure of the Executive Committee, which has the sole policy-making function.



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