

Ladies Ancient Order of Hibernians, Inc.
Pennsylvania By-laws



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Revised July 2015

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Article I. Name

The name of this organization shall be “Ladies Ancient Order of Hibernians, Inc.” Pennsylvania State Board here-in-after referred to as the “State Board”.

Article II. Purpose

The purpose of the “State Board” shall be that of a governing body to unite, coordinate, and direct the Counties and their Divisions in Pennsylvania to **uphold** the doctrines and laws of the Roman Catholic Church, and to foster and sustain loyalty to our country and community, and to uphold and promote the objectives of the organization in accord with the Preamble and official LAOH National Constitution and Ritual.

Article III. Organization and Membership

Section 1. Composition

The State Board will consist of the constituent Counties and their Divisions within the Commonwealth of Pennsylvania or their alternates, President, Past National, and Past State Presidents who are members in good standing of the State (for example, but not limited to dues paid, not under suspension).

A. STATE: shall consist of all Counties and Divisions within the Commonwealth and seven elected officers.

B. COUNTY: shall consist of the Divisions within the County; because the State Board has adopted a County Board structure, County Boards need to be established in any county where there are two (2) or more divisions operating. If there is a county currently with only one (1) division and another division is installed in the same county, it will be necessary to establish a new County Board within six (6) months of the second division's installation. (Refer to Constitution, Article XI, Section 4)

C. DIVISION shall consist of qualified members and chartered by the National Board and ten elected officers.

D. JUNIOR DIVISION shall consist of qualified members between the ages of six and eighteen, sponsored by a Division, and chartered by the National Board.

Section 2. Government

Subject to the control of each Division over its local affairs, the government of the order shall vest in Division, County, State, and National Officers. The order of subordination shall be as follows:

National Convention	-	National Officers
State Convention	-	State Officers
County Convention	-	County Officers
Division Meetings	-	Division Members

Section 3. Procedure

The National Constitution shall govern the laws; and the Rituals shall govern procedures at meetings, elections, installations, and exemplification of the Degrees of our Order. Protocol should be followed at all times, especially at meetings and in public places.

Section 4. Classification

The classifications of membership shall be:

A. REGULAR: Eligibility requirements for membership in a Division shall be as follows:

1. Practicing Roman Catholic and
2. Irish or Irish descent through either parent or by adoption or wife or mother of an AOH member and/or mother of a Junior Division member and
3. 16 years of age or over and
4. Completion of a written application and
5. Certification by her sponsor

B. JUNIOR: Eligibility requirements for membership in a Junior Division shall be as follows:

1. Practicing Roman Catholic and
2. Irish ancestry and
3. Between six and 18 years of age

C. NATIONAL LIFE: A citation of National Life Membership may be conferred on a member of the Order who has performed outstanding and distinguished service to Hibernianism for at least 25 consecutive years. Refer to National Constitution, Article IV, Section 8 for process for nominating a candidate for National Life Membership.

D. DEGREES:

Exemplification

Every member shall make an effort to receive the Degrees as soon as possible after initiation. Degrees should be exemplified at the National Convention, State Convention, or by request to a Degree Team.

Section 5. Rights

A. MEMBERSHIP: Any member shall be entitled to all rights and privileges given to membership and shall be entitled to hold all offices in the Order and to vote on all matters in accordance with the State By-Laws.

A2. Any member in good standing (for example, but not limited to dues paid, not under suspension) may attend a State Board meeting at her own expense with no voice or vote. The State Secretary will send notices to County Board Presidents and Division Presidents of the date, location, and time of such meetings at least 30 days prior to the meeting.

A3. Any member in good standing (for example, but not limited to dues paid, not under suspension) may attend

Interim National Board meetings at their own expense with no voice or vote. Current State President, or designee, may attend at their own expense with a voice and vote, if registered to attend within the prescribed time limit set by the National President.

B. TRANSFERS: Any member in good standing (for example, but not limited to dues paid, not under suspension) shall be permitted to transfer from one Division to another by her own choice by making a written request to her Division at least five days prior to her Division's meeting. The proper transfer notice signed by the Division President and countersigned by the County President shall entitle her to admission to the new Division. A fee of one dollar (\$1.00) is to be paid to each of the two Divisions involved by the member requesting the transfer.

C. RESIGNATION: Any member in good standing (for example, but not limited to, dues paid, not under suspension) shall be permitted to resign upon written notice to do so. Resignation from a Division will automatically terminate her position in any office held on Division, County, State and National level. Any member who resigns shall be permitted to reapply as a new member. A degreed member who resigns forfeits her degreed status.

D. SUSPENSION: Any member, who allows her dues, fines, and assessments to remain unpaid by December 30th, shall be dropped from the membership rolls and no longer considered a member in good standing. Any member so dropped from the rolls shall not be reinstated unless she makes application within ninety (90) days after such action by the Division, and pays all arrears for which she was suspended. The member shall be dropped from the list of

members in good standing and is considered to be suspended from the Order.

Any member suspended under the foregoing section who fails to apply for reinstatement within the prescribed time, shall not be admitted to membership in another Division until she pays the amount due to the Division from which she was suspended. Failure to pay arrears dues to the former Division will result in the member being treated as a new member in any other Division to which she applies for membership, with no prior years of membership, without the privilege of being a Major Degree Member, and without any of the privileges afforded members who have transferred between Divisions.

E. MERGERS: Divisions with 30 or less members may merge with an organized Division. In the interest of our motto Friendship, Unity, and Christian Charity, the membership of two or more Divisions may elect to unite the Divisions without any loss of funds and/or properties and will operate jointly under the existing Charters.

When a motion is made to merge into/with another Division, a special mailing must be sent to all members in good standing of both Divisions, as well as the State/County President, advising that the motion to merge with another Division will be discussed at the next regularly scheduled meeting.

Within ten days after that regularly scheduled meeting, the Division Secretary from both Divisions will mail ballots to all members in good standing. This mailing will include ballots and numbered return envelopes marked '*Ballots*'. The returned envelopes will be opened and counted at each Division's next regularly scheduled meeting.

Upon each Division's passing of the motion to merge by a $\frac{3}{4}$ vote of the returned ballots to Divisions, all members as well as the State/County President MUST be notified in writing and the merger will then be effective after 90 days. In addition, the notification to members will include instructions on how to pursue a transfer to another Division that is not part of this merger. All transfers MUST be completed within this 90 day period.

The newly merged Division must then elect new officers, obtain a new Federal Tax ID number, secure new bank accounts, and file updated reports. The new officers are responsible for these duties.

At this point, if a motion to merge with another Division is not approved by a $\frac{3}{4}$ vote of both Divisions, members wishing to transfer to the other Division may do so in accordance with the procedures noted in the Transfer Section of these By-Laws.

F. DISBANDMENT: When a motion is made to disband, a special mailing must be sent to all members in good standing (for example, but not limited to, dues paid, not under suspension) as well as the State/County President, advising that the motion to disband will be discussed and voted upon at the next regularly scheduled meeting. Upon passing of the motion to disband, all members, as well as County/State President MUST be notified in writing that the motion has been passed, and that the disbanding will be effective 90

days after the vote. The mailing will include instructions on how to pursue transfer to another Division. All Transfers MUST be completed within this 90 day period. When a Division ceases to affiliate with the County Board through disbanding, its property, books, records, charters, and funds shall be forwarded to the County Secretary.

In Counties where only one Division exists, and the same disbands, all monies, and properties shall be forwarded to the State Secretary.

Section 2.

When a County ceases to affiliate with the State Board, its property, books, records and funds shall be forwarded to the State Secretary.

Article IV. Officers

Section 1. Officers

The officers of the State Board shall be President, Vice-President, Secretary, Treasurer, Irish Historian, Office of Missions and Charities, and Office of Catholic Action. In addition, ALL Past National Presidents (within PA), Past PA State Presidents, and PA State Appointees shall have the same privileges of an elected officer.

Section 2. Eligibility

A. Any member in good standing (for example, but not limited to, dues paid, not under suspension) shall be eligible for a State office providing she has served as an officer of her County or Division.

B. Eligibility for the Office of President or Vice President of the State Board requires that the member shall have served two elected offices on the State Board.

C. Anyone wishing to be nominated for a State office should request nomination to the lowest office available.

Section 3. Term

The tenure of office for a State Board officer shall be one term of two years or until her successor has been elected and qualified. No elected officer shall be eligible to succeed herself or repeat any office to which she had been previously elected. Any officer who, by appointment, has succeeded a resigned, suspended, or deceased officer shall not be prohibited from being elected for a full two year term at the next State Convention.

Section 4. Vacancies

A vacancy in the office of President shall be filled by the State Vice-President who shall serve the unexpired term. A vacancy in the other offices shall be filled by a majority vote of the State Board.

Any officer who by appointment has succeeded a resigned, suspended, or deceased officer shall not be prohibited from being elected for a full two year term at the next State Convention.

Section 5. Duties

The duties of the State Board Officers shall be the same as set forth in the National Constitution, Article X, Sections 1 through 11, and shall include any special duties that may be assigned by the State President.

Article V. Nominations and Elections

Section 1. Nominations

A candidate for any elected office shall file written intent, endorsed by her Division and County, with the State Secretary and/or Chairman of the Nominating Committee. The candidate must be a member in good standing and served as an officer in her Division or County.

The Nominating Committee shall prepare a slate of officers for the Convention. Nominations may also be made from the floor, providing the nominee has given her consent and that a second be made by her County President (or alternate) as verification of the nominee's qualification.

A candidate for an office shall be in attendance at the Convention unless prevented by extenuating circumstances.

Section 2. Elections

The election of officers shall be held at the Biennial State Convention. Elections shall be by ballot. If there is but one candidate for any office, voting may be by voice with the consent of the majority of the voting body, and the Secretary shall be ordered to cast a vote for that candidate.

Section 3. Installation

The installation of officers shall take place after the election or at the Convention banquet. The officers shall assume their duties immediately following the installation or at the close of the Convention.

Article VI. State Board

Section 1. State Board

The State Board shall consist of: The State Officers; past State Presidents who are bona fide members of the State, past National Presidents from Pennsylvania, and **State Appointees** as stipulated in the By-Laws. The County President of each County within the state, or their alternate, may attend general sessions of the Board with a voice only.

Section 2. Duties

The State Board shall transact business between Conventions.

Section 3. Meetings

Meetings shall be held as needed with a minimum of two each year. One meeting shall be held preceding the State Convention and one meeting shall be held post Convention. The Board shall meet at the call of the President at time and location of her choice. In addition, the President shall decide the type of the meeting (for example: executive only, executive/general or a conference call). The type of the meeting will be dependent upon the current status of the Board's treasury. The Secretary shall provide written notification to all Counties and Divisions as soon as the date is selected, no less than 30 days in advance. State Secretary shall mail/email a copy of the State Board minutes to all State Board members within 30 days following the meeting.

Section 4. Special Meetings

Special Meetings of the Board may be called by the President, or upon written request of three members representing three Counties. Manner of notice is to be determined at the discretion of the President.

Section 5. Quorum

The number of members present shall constitute a quorum providing all members have been notified.

Section 6. Absences

State Board Officers must attend all meetings unless excused by the State President. All reports must be submitted to the State Secretary or President prior to, or day of, the State Board Meeting or State Convention. Failure to meet these requirements may result in suspension from Office and a temporary replacement Officer may be appointed during the time of the suspension. In addition, all reports for a scheduled conference call must be in the hands of the State Secretary one week prior to the scheduled call in order to assemble a package that can be emailed in advance to all participants in the call.

Article VII. Committees

Section 1. Audit

The Audit Committee shall meet to examine and audit the books and reports of the Treasurer, Office of Missions and Charities, and all other Offices and Committees who receive or disburse monies. The Audit Committee shall submit a written report of its findings and recommendations at the Convention meeting.

Section 2. By-Laws

The By-Laws Committee shall consist of three members. The Chairman and two members appointed by the State President. This committee shall submit proposed amendments as provided in Article III (Organization, By-Laws, Section 9, 10, 11, 12). This Committee shall consider amendments suggested by the Board, Counties, Divisions, and Members which have been submitted to the By-Laws Chairman or State Secretary at least 30 days prior to Convention. At the Convention meeting this committee shall be augmented to include a member from each County.

Section 3. Grievance

A. The Grievance Committee shall consist of a minimum of three, and not more than five, impartial members appointed by the State President of which the Chairman shall be selected by the Committee. The Committee must meet within 15 days to review charges, hold hearings, and resolve the grievance which must be in writing and signed by the State and/or County.

B. This Committee shall act upon matters pertaining to offenses, removal, suspensions, and appeals by following the National Constitution Article XXIII- Procedures, Removals, Suspensions and Appeals.

C. The State Grievance Committee will hear grievances filed against a State Officer and/or appeal from a County level.

Article VIII. Dues and Finances

Section 1. Fiscal Year

The fiscal year shall be the calendar year.

Section 2. Annual Per Capita

The annual State Per Capita Tax for a calendar year shall be determined at each Convention meeting. This tax shall be assessed to each Division and payable at the prescribed dates of:

January 31	Division to County
January 31	Division to State (where there is no county)
February 28	County to State
March 31	State to National

Payment of Per Capita entitles representation to the State Convention. Per Capita Tax assessments to each Division shall be based on total members in accord with the "Annual Reports" submitted for the calendar year. The assessments for the State and National Per Capita shall be made payable to PA LAOH State Board. The payment and annual report must be forwarded to the State Treasurer.

Section 3. Exemptions

All Religious members of our Order shall be exempt from all County, State, and National Per Capita assessments. Life membership issued by State, County, or Division shall be subject to National Per Capita.

Section 4. Funds

All State Funds shall be registered in the name of the *Ladies Ancient Order of Hibernians Inc., Pennsylvania State Board*. All financial accounts should have three authorized signatures on file at the financial institution. Recommend the signatures be President, Treasurer, and Recording Secretary. All withdrawals should require two signatures. County and Divisions shall obtain a federal employee identification number (EIN) to be assigned to all financial accounts.

Section 5. Disbursements

Disbursements of money for expenses and contributions shall be made by the Treasurer as recommended by State Board or passed by General Assembly, and in accordance with Section 4.

Section 6. Officers' Expenses

State Officers and State Appointees shall be reimbursed for authorized expenses incurred with fulfilling their duties upon presentation of a statement of expenses with receipts. Expenses must be turned in during term of office or not later than 30 days of vacating the office held when expenses incurred.

Article IX. Conventions

Section 1. Biennial

State Convention shall be held biennially in the odd calendar years. The site of the Convention shall be determined by the combined vote of delegates to the State Convention of AOH and LAOH. The purpose shall be to elect officers, to receive reports, to take action on and transact such other business or matters that may properly come before Assembly.

No member or officer of any Division, County, State, or local committee is authorized to represent the Pennsylvania State Board for any payments or contracts without first getting authorization from the State President and the Pennsylvania State Board in writing only. All contracts should be read and approved by legal counsel.

Section 2. Delegates

Delegates to the State Convention eligible for seating and voting shall be:

National: All National Officers from Pennsylvania – no alternates

State: State officers (seven) and all Past State Presidents in good standing, all appointed chairpersons of committees as stipulated by the By-Laws (for example, but not limited to, dues paid, not under suspension).

County: Nine (9) newly elected County officers or their duly elected alternates. In Counties with only one Division, the Division President or her alternate shall be the delegate.

Division: Each Division shall be entitled to two delegates - the President or her duly elected alternate, and a member giving officers' preference in rank. Each Division shall be

entitled to additional delegates for every 50 members over the first 50.

Membership 51-100 = One additional delegate
Membership 101-150 = Two additional Delegates
Membership 151- 200 = Three additional delegates
Membership 200 & Over = Four additional delegates

A County or Division in arrears shall not be entitled to a voice or a vote in Convention. A Division organized 90 days prior to Convention shall be entitled to a voice and vote.

Any member in good standing attending the State Convention as an observer or a visitor, whose County or Division is fully represented, shall be entitled to represent another County or Division that is not fully represented. A County or Division President cannot deny delegates to represent their County or Division.

Section 3. Members Not Delegates

Convention shall be open to all members but the privilege of making motions, debating and voting shall be limited to the *voting delegates*.

Section 4. Call to Convention

The *call to Convention* shall be issued by State President and officers through the State Secretary at least six weeks prior to the Convention.

Section 5. Credentials

All credentials shall be in the hands of the State Secretary at least 15 days prior to the State Convention.

Section 6. Committees

State President shall appoint Chairmen and approve all necessary committees. County Presidents shall submit names for the various committees at least 30 days prior to the Convention.

Section 7. Reports

All State Officers and State Committee Chairmen shall give a two-year report of her activities. Copy of the report must be given to the State Secretary and/or Convention Secretary.

Section 8. Quorum

The quorum for the Convention shall be established when a voting delegate representation is present from 50 percent of the registered Counties.

Section 9. Business

The Order of Business of the State Convention shall follow the format of the National Convention Article XIX.

Section 10. Delegate Responsibility

A delegate must attend ALL convention Business Sessions in order to cast a vote at the Convention for State Board Officers and the next Convention site, unless excused from a session by the State President. The State President shall appoint a committee of three impartial members to the Exemption Committee prior to the opening of the convention. Any delegate who cannot attend all sessions should contact the committee for an approved exemption.

Section 11. Recommendations

Copies of the resolutions, changes or proposed amendments to the By-Laws that have been approved by the respective County and Division shall be forwarded to the State President or State Secretary at least 30 days prior to the Convention opening.

Section 12. Fines

Each County and Division shall be required to send at least one delegate to the State Convention. A one hundred dollar (\$100) fine shall be imposed on any County or Division that does not send a delegate. Notice of fine shall be sent by the State Treasurer. The County or Division may appeal the fine to the State Board explaining the circumstances. State Board shall review and rule on an individual basis.

Section 13. Proceedings

Proceedings of the Convention shall be issued twelve (12) weeks following the close of the Convention. All Divisions shall be required to purchase a minimum of one (1) copy of Convention proceedings.

Section 14. County Convention

County Conventions shall be held biennially in the odd calendar years preceding the State Convention. Delegates shall be County Officers (nine) or their duly elected alternates, the Immediate Past-President, the ten officers of each Division or their duly elected alternates, and any other officers as County By-Laws determine.

Section 15. National Convention

All Past-State Presidents shall be entitled to a voice and vote but only the Immediate Past-President is entitled to an alternate.

Delegates to the ***National Convention*** shall be seven elected State officers or their elected alternates; elected County Presidents and elected Division Presidents or their alternates. Each County may be entitled to an additional delegate for every 100 members in excess of the first one hundred members. All Past-State Presidents shall be entitled to a voice and vote but only the Immediate Past-President is entitled to an alternate. The State Secretary will determine the number of at- large delegates from the annual reports with the approval of the State President. County Presidents will appoint the delegates at-large from their respective Counties. If the County does not have enough delegates attending the National Convention the State Secretary shall appoint delegates at-large from other Counties with approval of the State President. Since the number of delegates at-large is based from the annual reports the number of delegates each County receives will vary according to their current membership.

Section 16. Delegates At-Large

Counties with 50 members or less will receive one delegate

Counties with 51-100 members will receive 2 delegates

Counties with 101-200 members will receive 3 delegates

Counties with 201-600 members will receive 7 delegates

Counties with 601-1000 members will receive 12 delegates

Article X. Reports

See National Constitution Article VIII, Officers' Filing Requirements, Sections 5 thru 7.

The Division secretary shall submit to the County Secretary the membership list which should include name, address, phone number, e-mail address, and if a degree was received and date it was received. This will then be submitted to the State Secretary.

A check for Per Capita Tax, based on total membership, shall accompany the State Report. Fines for late reporting established by the National Board shall be as follows: State to National \$100.00 for the first seven (7) days following March 31 deadline and an additional \$100.00 fine for an additional seven (7) days. After fourteen (14) days the State will be suspended for not complying with mandated deadlines and the State will immediately cease all Hibernian business and activities.

County \$50.00 fine for the first seven (7) days following the February 28 deadline and an additional \$50.00 fine for an additional seven (7) days. After fourteen (14) days the County will be suspended for not complying with mandated deadlines and the County will immediately cease all Hibernian business and activities.

Division \$25.00 fine for the first seven (7) days following the January 31 deadline and an additional \$25.00 fine for an additional seven (7) days. After fourteen (14) days the Division will be suspended for not complying with mandated deadlines and the Division will immediately cease all Hibernian business and activities.

Any suspended Division or County may be reinstated by State President upon payment of taxes due and receipt of annual reports and late fees due no sooner than May 16 or thirty (30) days after receipt of taxes and reports with the understanding that once reinstated, the current year's taxes shall be charged for the entire calendar year.

State to National after March 31 = \$100
(An additional fee of \$25 will be imposed every fourteen (14) Days until the report is received)

County to State after February 28 = \$50

Division to County after January 31 = \$25

Division (without a county) to State after January 31 = \$25

Article XI. Religious

Section 1. Masses

Two Masses shall be offered annually for (1) Departed Members and (2) Living Members.

Section 2. Holidays

Holidays of the Order shall be:

St. Brigid's Day	February 1
St. Patrick's Day	March 17
Independence Day	July 4
Our Lady of Knock Day	August 21
Feast of Holy Innocents	December 28

and shall be celebrated in the manner determined by the State, County, or Division.

Section 3. Easter Duty

Every member must receive Holy Communion between Ash Wednesday and Trinity Sunday.

Article XIII. Chaplain Appointment

The Chaplain shall be selected and appointed to the State Board by the State President. The Chaplain shall exercise spiritual supervision and shall be consulted on matters relating to morality or religion as provided in Article XIII of the National Constitution.

Article XIV. Indemnification

Implementation

The State Board, acting responsibly in the best interest of this Organization, shall come under the protection of the Directors Liability Act to the full extent as provided by **42 PA Con. Stat. Section 8365, Act of November 28, 1986 (P.L.1458, N. 145)** as amended.

Article XV. Parliamentary Authority

Roberts Rules of Order (newly revised edition)
Shall govern the methods of Parliamentary Procedure
whenever an issue occurs that is not covered by these By-
Laws or National Constitution.

Article XVI. Amendments to By-Laws

By-Laws shall be amended at the State Convention by two-thirds standing vote of delegates in session and shall become effective after approval by the National President of the Ladies Ancient Order of Hibernians, Inc.

Article XVII. State Awards

Anna Malia Ruddy Award

An award will be presented on a biennial basis to the member who exemplifies outstanding qualities as a Lady Hibernian. The award will be presented to the recipient at the State Convention. The Committee who determines the recipient of the award shall consist of all State Board members with the Immediate Past President as Chairman. Divisions, Counties, and State Board may nominate candidates for this award.

The Chairman shall mail to all Division and County Presidents, as well as State Board members, the requirements, and nomination forms in October prior to State Convention. Completed forms must be post-marked to Chairman by March 1. The Chairman will send all Board members a secret Ballot which need to be returned to the Chairman no later than a week before the scheduled board meeting and to be opened at the spring State Board meeting prior to the convention. Current elected State Board Officers are not eligible to receive this award.

Nomination Eligibility:

- 1. Must be a member for 15 years**
- 2. Must be a Degreed member**
- 3. List offices held on Division, County, State and National level, if applicable**
- 4. List accomplishments for Catholic Action**
- 5. List services rendered through community or civic activity; be specific of type of services rendered, if applicable**
- 6. Comments-How the nominee Exemplifies the Hibernian Spirit**

Adopted: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Pittsburgh, Pennsylvania
July 15, 1993

Approved: Fanny Kallischer
National President (signed)
Ladies Ancient Order of Hibernians

Date: 7/18/94

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Wilkes Barre, Pennsylvania
July 26, 1997

Approved: Mary Pagione
National President
Ladies Ancient Order of Hibernians

Date: May 1, 1998

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Philadelphia, Pennsylvania
July 16, 1999

Approved: Margaret Cooney
National President
Ladies Ancient Order of Hibernians

Date: Dec. 18, 1999

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Bethlehem, Pennsylvania
July 20, 2001

Mary B. Dolan
Mary B. Dolan
National President

August 20, 2001
Date

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Pocono Manor, Pennsylvania
July 18, 2003

Approved: Cleora Grinley
National President
Ladies Ancient Order of Hibernians

Date: February 6, 2004

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Wyomissing, PA
July 21, 2005

Approved: Mary J. Leatten
National President
Ladies Ancient Order of Hibernians

Date: September 26, 2005

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Harrisburg PA
July 28, 2007

Approved: *Dorothy Keldon*
National President
Ladies Ancient Order of Hibernians, Inc.

Date: *October 24, 2007*

Revised: Ladies Ancient Order of Hibernians
Pennsylvania State Convention
Pittsburgh, PA
July 31, 2009

Approved: *Mary Ryan*
National President
Ladies Ancient Order of Hibernians, Inc.

Date: *Sept 19-2009*

REVISED: Ladies Ancient Order of Hibernians, Inc.
Pennsylvania State Convention
King of Prussia, PA
July 14-15, 2011

APPROVED: *Margaret Hervey*
NATIONAL PRESIDENT
Ladies Ancient Order of Hibernians, Inc.

DATE: *11-4-11*

REVISED: Ladies Ancient Order of Hibernians, Inc.
Pennsylvania State Convention
Pittsburgh, PA
July 18, 2013

APPROVED: Margaret Sheehan
NATIONAL PRESIDENT
Ladies Ancient Order of Hibernians, Inc.

DATE: 11-12-13

REVISED: Ladies Ancient Order of Hibernians, Inc.
Pennsylvania State Convention
King of Prussia, PA
July 24, 2015

APPROVED: Mary Hagan
NATIONAL PRESIDENT
Ladies Ancient Order of Hibernians, INC.

DATE: 11-10-2015

