



FREE FULL HANDS FOUNDATION, INC.

Resolution #2025-01

Adopted: 17 June 2025

WHEREAS the Board of Directors has this day adopted the Bylaws and the Conflict-of-Interest & Compensation Policy;

NOW, THEREFORE, BE IT RESOLVED:

1. **Bylaws & Policy Ratification.** The adoption of the Bylaws and the Conflict-of-Interest & Compensation Policy, each dated 09 June 2025, is hereby ratified and confirmed.
2. **Articles of Incorporation.** The President is authorised and directed to sign, date, and mail two original copies of Illinois Form NFP 102.10, together with the required \$50 filing fee, to the Illinois Secretary of State.
3. **Employer Identification Number.** Upon receipt of the stamped Articles, the Secretary shall apply online for the Corporation's EIN and file the IRS confirmation letter in the Minute Book.
4. **Banking Authority & Dual Signatures.** The Treasurer is authorised to open one or more nonprofit checking accounts in the name of the Corporation. Any cheque or electronic transfer of US \$1,000 or more—and every transfer to Restoration Children's Home Uganda—must be signed or electronically approved by **any two different officers** selected from the President, Secretary, Treasurer, or Vice-President – Field Liaison.
5. **Finance Committee.** Until additional directors are elected, the entire Board shall constitute the Finance Committee.
6. **Regular Meetings.** Regular meetings of the Board shall be held on the first Monday of each month at 9:00 a.m. Central Time via WhatsApp, beginning 01 July 2025, unless otherwise resolved.
7. **Minute-Book Uploads.** The President shall upload signed minutes, resolutions, and disclosure forms to the secure Google Drive folder “FFF Minute Book.” The Secretary retains final review and certification responsibility.



IN WITNESS WHEREOF, the undersigned, being all of the directors of Free Full Hands Foundation, Inc., adopt this resolution effective the date first above written.

/s/ Michelle Siemionkowicz 18 Jun 2025

Michelle Siemionkowicz, Treasurer

/s/ Anthony Kamykowski 18 Jun 2025

Anthony Kamykowski, President & Secretary

/s/ Brian Musobya Jessy 18 Jun 2025

Brian Musobya Jessy, Vice-President – Field Liaison