

Is it the truth? Is it fair to all concerned? Will it build goodwill and better friendships? Will it be beneficial to all concerned? Next Meeting (5/19/22) — Tribute to Manufacturing

This is it: the absolute edge of no return: to turn back now and make home or sail irrevocably on and either find land or plunge over the world's roaring rim" - William Faulkner

### MEETER - GREETER

Melissa Horton

### **REFLECTORS**

Tom Palmer	May 12
Erik Seifert	May 19
Bill Erickson	May 26

### THIS WEEK'S MENU

Sandwich Buffet

### **NEXT WEEK'S BIRTHDAYS**

Peter Wills	May 21
Pam Babbitt	May 22
Lin Turnage	May 23
Jack Briggs	May 24
Craig Pirrotta	May 24
Bob Scolnik	May 24
Caring Connections Fund	

### PROGRAMS / EVENTS

- 5/12 Land Conservacy of W. MI
- 5/19 Tribute to Manufacturing
- 5/19 ReWine 5:15 PM Pigeon Hill
- 5/26 Cartoonversation
- 6/2 DEI Program at MCC

May 12, 2022 Muskegon Rotary Club Meeting Video <u>Click Here</u>

# VISITORS & GUESTS



Guest of **Melissa Moore** – Amy Olthoff (Read Muskegon Board Member)



**Claire Root-Benson** introduced Bryce Thompson (Treasurer for Muskegon Interact Club & is also heading to the Life Leadership Conference next month)



Annette Jack introduced her husband John.



Guest of **Andrew Cutler** – Brent Kowalski (Regional Managing Partner at J. Galt Finance Suite)



**Bruce Spoelman** introduced Gabe Gerlach (Executive Director of Childcare Services at the Muskegon YMCA)

Guest of **Julia Rupp** – her brother from Illinois, Jon Featheringill





North Muskegon Student Guests of **John Slocum** – Audrey Wingett (mature, hardworking, and caring 7<sup>th</sup> grade student), Megan Houseman (All Conference Senior in softball and power lifting who took on a project for fellow students fighting cancer), and Gabriella Wingard (All star student athlete who embodies "service above self")

### **Student Guests**



Welcome North Muskegon! Introduced by Marty Sytsema, High/Middle School Principal Ken Byard presented seniors Whitney Byard and Adam Batch. Whitney is Ken's daughter and is pursuing Public Relations and Sustainabillity at Michigan State University. Adam is heading to MCC on the Muskegon Promise Scholarship next year.

### Muskegon Rotary Board

Jason Piasecki jason@revel.in Jane Clingman-Scott janecs1@comcast.net Ginny Sprague ginny.e.sprague@gmail.com Mark Meyers markm@nortonshores.org Tim Arter timarter935@gmail.com Kathy Betts kbetts01@gmail.com Kim Boersema muskegonrotarycc@gmail.com Mary Anne Gorman ma.gorman@hotmail.com Jeff Lewis jeff.lewis@shorelinecity.com Doug Wood doug.wood@orchardview.org Asaline Scott ascott03169@gmail.com David Ramos david@ramosautobody.com Marty Gerencer marty.gerencer@gmail.com

WE ARE THE MUSKEGON ROTARY CLUB

### **ANNOUNCEMENTS**



### **Parties in the Park**

June 3, 2022 at 5pm is the first Party in the Park this year at Hackley Park in Muskegon. Sign up to help with **Merica Dobry** and plan to have a great time on June 3<sup>rd</sup>.

merica.dobry@gmail.com



### Seaway Run

2022 Seaway Run Begins

This is Muskegon Rotary Club's largest fundraiser for the community. With this record breaking amount of sponsorship support this year, the Seaway Run Committee is challenging our club to sign up at least 100 Rotarians to participate in the race this year either by running, walking, or volunteering. There will be sign up sheets at our next Rotary meeting. There are table tents that you will be able to take and put at your place of business too.

Click the link below to sign up: <u>https://seawayrun.com/</u>



# FEEDING AMERICA West Michigan



On <u>Wednesday May 25</u>, our club will sponsor the only Rotary food truck for 2022 (using squirreled together left-over funds from the 2021 grant award). The food truck distribution will take place in the Temple Methodist Church parking lot in Muskegon Heights. We will need a good turn-out of <u>at least 15 volunteers</u> and others they can cajole to come along.

Please contact Arn Boezaart at 616-745-8465 or <u>boezaara@gvsu.edu</u> if you are able to help with this very worthwhile project.

### Proposed Bylaws Amendment

At our Thursday, May 26<sup>th</sup> Muskegon Rotary meeting, we will be voting on a proposed Bylaws Amendment. If you did not receive this proposed Amendment from **Kim Boersma**, please contact her via email at <u>muskegonrotarycc@gmail.com</u>. A copy is also attached at the end of this newsletter – <u>click here</u>.



# This Week's Spotlight: Kristen Woods



Kristen Woods joined Rotary this past year. She was interested in giving back to the community and also building relationships with others who share that same interest. She is the mother of three with her oldest daughter at MCC and transitioning to Central Michigan University next year. Her middle child attends Calvin University where he plays on the varsity soccer team. Her youngest is a senior at Mona Shores High School where she is also a soccer player (and basketball) and who will join her brother next year at Calvin University. Even though it sounds like they will be empty nesters, they will still have their animals. Kristen and her husband have two dogs but also foster dogs and cats as well. Kristen was born and raised in Norton Shores and is a family physician by training and practiced clinical medicine for seventeen years before moving into leadership positions. She is currently the President of Mercy Health Physician Partners (their medical group) where they reach from Ludington to the east side of Grand Rapids. They have almost 800 physicians and mid-level providers serving nearly 100 different locations. Her responsibilities include operational oversight, management of the financial budgets, and strategic planning. As a new member, she is still learning where she can participate with balancing her family and professional life. She wanted to start

now to find where she could serve even if in a limited capacity now but be able to grow into greater service in the future.



For Kristen's video: click here

### **NEW INDUCTION!**



#### Brandon Davis

Brandon, sponsored by **Melissa Moore**, was born and raised on the west side of Detroit, Michigan – to be specific, for fellow Detroiters- on Calvert at Dexter. It was a tough neighborhood. In fact, to keep him safe, his mom only allowed him to ride his bike one house to the right and one house to the left. Although his physical surroundings weren't great, his mother made sure that he was surrounded by love and she taught him that if he worked hard, and served others, he could make an impact on his community and help to change lives. Those same principles continue to guide his life today.

Brandon began his college career at Central Michigan University at 17 years old and completed his degree in 3 years - while at the same time, he was a teen parent, and primary caregiver for two young daughters -Dezi, who is now attending Benedict College, one of the HBCUs, on a full-ride scholarship, and Tamyra, who is finishing her junior year at Mona Shores with a goal of attending medical school. To say Brandon is a proud father is an understatement. After graduating from CMU, Brandon attended Wavne State Law School. One of my favorite stories that Brandon tells is that he was blessed with compassionate professors that allowed his daughters to attend classes with him while he pursued his education. Dezi and Tamyra often say that since they went to college and law school with Brandon they should automatically get their degrees.

In 2010, Brandon began his career as a lawyer, working for a short time in private practice and then as an Assistant Prosecuting Attorney for Wayne County. In 2013, he and his daughters moved to Muskegon County where he served as Senior Assistant Prosecuting Attorney. Brandon has also maintained a private legal practice. During his legal career, Brandon has litigated well over 1000 cases including as the lead in more than 50 jury trials on topics including,

homicide, criminal sexual conduct, armed robbery, elder abuse, child abuse, financial crimes. and domestic violence.

While he was a prosecutor, Brandon led Muskegon County's Social Justice Diversion program which uses restorative justice practices to allow low level offenders the opportunity to avoid criminal prosecution by obtaining their education or performing community service. This is a direct reflection of Brandon's passion for seeking ways to empower community members to grow as a result of the interaction that they have with the criminal justice system. Brandon is currently the inaugural Director of the Office of Oversight and Public Accountability for the City of Grand Rapids. There, he works to reform public safety systems to ensure that equity is embedded in every policy and every process, creating a systemic approach to increasing transparency, accountability, and fairness in all matters of public safety. His holistic approach to his role has led to creative projects like the implementation of Cure Violence, a health-based approach to violence reduction, in partnership with the West Michigan Urban League and members of the community. Brandon is also currently a candidate for the 14th Circuit Court.

Outside of work, Brandon is actively engaged in the Muskegon community. He has been a board member of Read Muskegon since 2013 and has been instrumental in the organization's growth, providing much-needed strategic guidance as the board chair during the pandemic. He is a founding board member of the Muskegon Young Black Professionals and a member of the Muskegon Civic Theater board where he is part of their DEI committee. He is a volunteer with Men of Color Read, an Ordained Elder at the Church of the Living God, and the founder of the Victory in Praise community choir. He's also a talented actor some of you may remember him in the lead role in Raisin in the Sun at Muskegon Civic Theater.



### Paul Harris Fellow Award Julia Rupp





Linda Garzelloni was greatful and honored to help introduce the Paul Harris Fellow award recipient, Julia Rupp.

When Julia came to town as the Director of CMH

(now HealthWest), Linda was able to take her out to lunch during her first week. They have been good friends and colleagues ever since. Julia is brilliant, is able to see the vision for big planning, and is also courageous. For her, courageous does not mean less afraid, it means continuing and working through to get things accomplished regardless of what the issue is for this community. She applies her intelligence, passion, and motivation for excellence to the community and those she serves.



## **RIM Reporting Team**

Susan Besteman <u>susan@bestemanproperties.com</u> Chip Chipman <u>codychipman@gmail.com</u> Jackie Farrar <u>farrarjackie@yahoo.com</u> Susan Holkeboer <u>sholkebo1905@aol.com</u> Bill Johanson <u>bill.johanson@yahoo.com</u> Kathy Moore <u>MooreKa@co.muskegon.mi.us</u> Roger Morgenstern <u>rogmorgen@gmail.com</u> Meredith Smillie <u>msmillie@bethany.org</u> Lori Weiler <u>lori.weiler@summitlawncare.net</u>

### Paul Harris Fellow Award Plus One John Slocum



John Slocum, our Paul Harris Fellow Plus One award recipient, was introduced by John Noling.



Orville Crain gave John Slocum a Paul Harris Fellow award about five or six years ago. Today, thinking of Orville and this award, John Noling couldn't help being in awe of people like Orville and John Slocum that have the passion of service above self. John is a true friend and brother in service. He is retiring, getting married, and moving and he will be greatly missed in our immediate community but we know we will continue to see his impact for many years. Randy Lindquist also was honored to be part of of John's receipt of this well-deserved award. Randy added that John helped set the model for other schools and their Interact and other service projects through his leadership and passion. When Ken Byard started working with John, he was amazed at all the projects and goals John had set. He didn't think he was going to reach them and was astonished when they were all accomplished. These were all projects for service and we thank John for all that he has done and he will be missed. Gabriella Wingard learned and accomplished so much through John. She gives a huge thank you to John and knows he will be missed but also knows that he will continue to do great works wherever he is.



# **ORVILLE V. CRAIN** 1950 - 2022



For Orville's obituary: <u>Click Here</u> Rest in peace brother in service.

### **DEI Mixer**

The DEI Committee are collaborating with Muskegon Heights for this



year's mixer celebration the weekend of June 17<sup>th</sup>-19<sup>th</sup>. The DEI Committee will be helping with this event on Friday, June 17<sup>th</sup> and is looking forward to the collaboration this year. They will be looking for volunteers. If interested, contact **Marcia Hovey-Wright** at marciahwright@gmail.com

### THIS WEEK'S PROGRAM:



### Dune Harbor Park - Land Conservancy of West Michigan

### Speakers: Kim Karn and **Bob Lukens** RIM Reporter: **Susan Holkeboer**

**Tim Arter** introduced our speakers. Kim Karn is the executive director of the Land Conservancy of West Michigan. She moved to West Michigan in 2019 as the



Conservancy's Development Director. She then stepped in to lead the organization in 2021. She was born and raised in Colorado. She spends a



lot of time outdoors (that's her passion). Kim is thrilled to work in land protection and preserve our treasured natural lands. Most times you'll find her outside enjoying the weather and the sites.

Bob Lukens has heavily participated in the Dunes Park program. He is director of the Muskegon County Convention & Visitors Bureau.



#### Founded in 1976



The Land Conservancy of West Michigan has been around for 45 years. It started in 1976 with a scrappy group of volunteers who were passionate about the outdoors and wanted to work in environmental causes. In the 90s, they became a nonprofit organization and started hiring full time staff. In the beginning, it was a scrapy organization and then began hiring employees. They now have 10 full time employees along with some interns and seasonal staff to help with field season. The Conservancy is a 501(c)3 nonprofit that works to keep nature nearby and help people protect, enjoy, and care for natural land in West Michigan. It conserves land by creating public nature preserves, providing support to communities and local governments creating natural areas, and helping private landowners protect their own land. They are the only accredited land trust in our service area.



They serve 8 counties all the way from Allegan in the south up to Ludington in the north and Mason County and over to the eastern parts of Kent County. They have 18 nature preserves that they own and manage and which are open to the public for quiet enjoyment. They protect over 12,000 acres which includes over 78 miles of shoreline. The reasons they do what they do are many. One is because of urban development. We need to protect our beautiful natural areas for future generations to ensure all people have access to the outdoors and all the benefits that come from spending time in nature.

**Environmental Degradation** 



Another important thing is environmental degradation. If you protect land, it protects water. Everyone knows this is a very special region for water. 80% of the world's surface fresh water can be found in the Great Lakes and that provides drinking water to over 48 million people. That's huge and needs to be protected.

**Extreme Climate Events** 



Another thing they are working on, which is also a mission for Rotary, is combating climate change and extreme climate events. The Land Conservancy is working to make ecosystems more resilient in the face of extreme climate events. NASA has a model that shows how the climate is getting warmer over time.

**Conservation Agreements** 

To protect natural land in West Michigan they work through private partnerships. They work with



families and landowners to protect their

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properties. It's a partnership where they maintain the natural characteristics of the land but it remains in private ownership.



Another way to protect land is through nature preserves. They have 18 throughout the 8 county service region. The preserves are open to the

public for quiet enjoyment, fishing, hiking and all sorts of different things.

**Community Partnerships** 



They also have community partnerships which are also called community conservation. Dune Harbor Park is one of these. It is gorgeous. It's an oasis. It seems far from the city, but it just over the dune.

#### **Dune Harbor Park Muskegon County**



Bob Lukens told us about our newest county park - Dune Harbor Park Muskegon County. The county was approached about three years ago with the opportunity to purchase the property. The total site is 377 acres. From the county's perspective and the county parks' perspective it was decided this would be a really worthwhile project. The park is totally within the city of Norton Shores, has Lake Michigan frontage, and is just a beautiful property. The decision was made to attempt the purchase to create a quiet recreational property. Fishing is allowed and perhaps kayaking. A grant was applied for from the Michigan Natural Resources Trust Fund. The monies that make up the fund come from oil and natural gas leases that the state enters into with companies that go into a large pot of funding that is available for large land purchases like this and improvements to state parks and other parks across the state. The trust fund asked us to split it into two different applications - one for the south portion of the Nugent Sand property and the other for the north lake portion. After discussing the idea more with the Chandonnet family, the family made a huge land donation for the park. The total cost was 15 million dollars and we received 10 million dollars in DNR funding. So the Chandonnet family, Bob Chandonnet and his two daughters, Suzette Colon and Deanna Chandonnet, we're very instrumental in helping this park along. We were able to get the first grant officially in December and we were able to close on the property. The MNRTF grant required the County to open the land to the public within 90 days after closing. So the south portion of the park is now open. There is a 2.3 mile trail that goes around the inside of it. Parking lots will be at Seminole and Norton Hills Road approximately which will hold about 39 cars and another at Lincoln and Southwood. There is a pedestrian entrance currently located at Lincoln and Leif and people are encouraged to use this while parking lots are under construction. This first phase contained 214 acres.

Phase 1



 Made possible by a Michigan Natural Resources Trust Fund

214 acres

 The Chandonnet family donated a portion of the property

Grant and public support

Open to the public for quiet
enjoyment

"We are excited to finally be able to welcome the public to this beautiful and centrally located natural space," said Bob Lukens,

Phase 2



Phase 2 is an additional 162 acres and we'll close on that probably in November which means we'll open in 2023 because of the 90 requirement. On May 11, Bob was out there in his work clothes hiking (it was pretty warm) but they hiked to the top of the tallest dune (supposedly) in Muskegon County. It's a huge dune on the north side of the Nugent property near the Idlewild neighborhood which is literally at the bottom of the dune. There are fantastic views of Lake Michigan, the south lake, and basically the whole area. Walking up there, it was pretty steep and a bit scary, and we're thinking how are we going to get people there safely and back down.That's something that will need work after we close on the property and prepare to open.

Last year, the Land Conservancy of West Michigan led a campaign to raise funds for the costs of opening the park to the public, as well as to provide match funding for future grants. Supporters donated more than half a million dollars to make the park a reality.

"The community expressed its resounding support for the transformation of this property into Dune Harbor County Park," said LCWM Executive Director Kim Karn. "We are so grateful to those who donated to the campaign, and we cannot wait to explore the park they worked together to create."



Since acquiring the property, the County has worked to establish a parking lots, restrooms, signage, and trails. The park is conveniently located within easy reach of Norton Shores, Muskegon, and Muskegon Heights.

Visitors to the newly opened park can follow trails through sandy, rolling terrain along the edges of a large inland lake. Beach grass and milkweed cover the open areas, and in summer and early fall, monarch butterflies abound. The trails also meander through shady, forested areas populated with ferns, sassafras, red oak, red maple, and beech.



Park-goers may catch glimpses of wildlife such as white-tailed deer, coyotes, foxes, and rabbits. Lake Michigan's strong coastal winds make the area an attractive spot for migratory songbirds and waterfowl, and bald eagles are often spotted within the property.

"We think community members will enjoy visiting this park in every season, watching the plants change and grow and seeing which birds and wildlife find refuge here at different times of year," Karn said.

An official celebration of the opening of the southern portion is scheduled for later this spring. The dedication will be held on Thursday, May 19, 2022. More details will be available on their website at <u>naturenearby.org/events.</u>



Celebrating Dune Harbor Park will take place from 3-6 pm at 2161 Seminole Rd. Go west on Seminole Road to the parking lot area, where Seminole curves south to Norton Hills Road. Watch for signs and parking attendants. There will be a short program beginning at 4:00 p.m. followed by group tours of the property. This is an outdoor event—please be sure to dress for the weather.

Please register below to let them know you are attending!

https://www.eventbrite.com/e/duneharbor-county-park-dedication-tickets-299957830947



This is a victory for the Land Conservancy Of West Michigan, which is one of the main driving forces behind the purchase of the new park. Their website states that the 377 acre Nugent Sand is one of the largest, most unique natural landscapes in the region. The site of a former sand mine, it features hilly forested dunes, two large manmade lakes, and a stretch of beautiful Lake Michigan beach.

If you would like to donate to the park, there is a fund at the Community Foundation you can donate to. All of that funding is used to open the parks and provide the amenities for the park.



There is an island in the south lake called Scolnik Island. Apparently cormorants nest there. Cormorants are



protected and it seems every cormorant in Muskegon County goes to that island. There are literally hundreds out there and they are joined by a flock of seagulls. We're still dealing with cormorants. There was also a question of a ferry to the island. None is planned at this time. As far as boating on the lake goes, it will probably remain non motorized.

After closing on the 2nd phase there will be more discussion with the community of which direction to go with development.

After the parking lots are completed, it may be possible to install kayak racks. This will dealt with in the master plan. There is also interest in having the interact clubs and youth groups in conservation partnerships with the county. They can provide some of the services that will be needed there including tree planting, dune grass planting, planting stabilization of dunes. With the increased traffic out there there there is increased danger of erosion. It was a sand mine and it's very sandy. Therefore there will be a lot of restoration out there. Rotaract has a tree farm with hundreds of trees native to this area that we hope to plant not

only there but at some of our other parks as well.



Go and check out the park! https://naturenearby.org/portfolio\_page/ explore/duneharborparkmc/

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### PROPOSED CHANGES TO THE BYLAWS of the MUSKEGON ROTARY CLUB Submitted by the AD Hoc Committee on New Member Recruitment Procedures

The following are proposed changes to the **Muskegon Rotary Club Bylaws, revision adopted June 25**, **2020, to Article 13**—Method of Electing Members.

The proposed amendments aim to remove language in Article 13—Method of Electing Members that is better suited as a policy statement for the Policies and Procedures of the Muskegon Rotary Club and some language corrections for grammatical and clarification purposes. If adopted, the proposed changes will result in a renumbering of the sections of Article 13.

The proposed new language or omission will follow the language of each of the existing sections of Article 13. The new language will be in red text.

#### Article 13—Method of Electing Members

**Section 1**— The name of a prospective member, proposed by an active member of the Club, shall be submitted to the Board in writing through the Club secretary. A candidate may apply as a regular or satellite member. An organization with two or more Club members may become a corporate membership.

A Prospective member, who is transferring from another club or was a former member of another club, shall be proposed to active membership by the previous Club.

The proposal of any prospective member shall be kept confidential except as otherwise provided in this **Article 13**.

#### Proposed Amendment New Language

**Section 1**— The name of a prospective member, proposed by an active member of the Club, shall be submitted in writing to the Club Secretary by filling out a Membership Application. The Club Secretary will present the completed application to the Board for consideration. A candidate may select to apply as a regular or satellite member.

A Prospective member, who is transferring from another club or was a former member of another club, and wishes to join the Muskegon Rotary Club, shall be proposed to active membership by the previous Club.

The name of any candidate proposed for membership shall be kept confidential except as otherwise provided in this Article 13, Sections 3 and 4.

Section2—No changes

Muskegon Rotary Board of Directors— Proposed Bylaws Amendment, Article 13, Sections 1—6, Approved at May 10, 2022, Board of Directors Meeting **Section 3**—The Board shall approve or disapprove the proposed member within 30 days of its submission and shall notify the sponsor through the Club Secretary of its decision.

#### Proposed Amendment New Language

**Section 3**—The Board shall approve or disapprove the proposed member within 30 days of the proposed member's application for membership. The Club Secretary shall notify the prospective member and sponsor of the Board's decision. Once approved for membership, the secretary will submit the prospective member's name to the RIM for publication.

**Section 4**— If the decision of the Board is favorable, the prospective member shall learn the purposes of Rotary and the privileges and responsibilities of membership. After the orientation program, the prospective member shall sign the membership proposal form and permit publication of his or her name and proposed classification in the RIM to inform the Club membership.

#### Proposed Amendment New Language

**Section 4**— The prospective member shall attend a formal orientation program and be introduced to the purposes of Rotary and the privileges and responsibilities of membership. The prospective member may complete the orientation program before the candidate's induction ceremony or soon after the ceremony.

**Section 5**—If a member (other than honorary) objects to a proposed candidate, the member must submit a complaint in writing to the Board. The objection, including reasons, must be received within seven (7) days of publication of the proposed candidate's name in the RIM.

Within seven (7) days of publication of information about the proposed candidate, if the Board does not receive any written objections, including the reason(s) from any member (other than honorary), the prospective member shall pay the admission fee (if not honorary), as prescribed in these Bylaws. Upon payment of the admission fee, the prospective member is elected to membership.

If the Board does receive a complaint, it shall vote on this matter at its next meeting. If approved despite the objection, upon payment of the admission fee (if not an honorary), the proposed member is elected to membership. Any objections to a proposed member and subsequent Board action(s) regarding the proposed member shall be kept confidential.

#### Remove Section 5 in its entirety and renumber subsequent sections.

The language in Article 13—current Section 5 is better suited as a policy statement for the Policies and Procedures of the Muskegon Rotary Club.

Muskegon Rotary Board of Directors— Proposed Bylaws Amendment, Article 13, Sections 1—6, Approved at May 10, 2022, Board of Directors Meeting

**Section 6**—Following election to membership, the president shall arrange for the new member's induction, membership card, and new member Rotary literature. Also, the president or secretary will report the new member's information to RI, and the president will assign a member to assist with the new member's assimilation into the Club, as well as assign the new member to a club project or function.

### Proposed Amendment New Language

**Section 5**— When a candidate for membership pays the initiation fee and the initial quarterly dues, the candidate becomes a member. The secretary will report the new member information to RI, secure membership materials, a subscription to *Rotary* magazine, and any other new member literature. The secretary or the Club Coordinator shall arrange for the new member's induction ceremony in consultation with the president.

**Section 7**—The Club may grant, following the membership requirement of RI, honorary membership status to an individual as recommended by the Board.

### **Proposed Amendment New Language**

**Section 6**—The Club may grant, following the membership requirement of RI, honorary membership status to an individual as recommended by the Board.

The only change is to the numbering of the Section.

Muskegon Rotary Board of Directors— Proposed Bylaws Amendment, Article 13, Sections 1—6, Approved at May 10, 2022, Board of Directors Meeting