

**NEBRASKA SERIOUS INJURY & LINE-OF-DUTY  
DEATH RESPONSE TEAM, INC.  
BYLAWS**

**REVISED 02-04-2026**

**ARTICLE I  
NAME, PURPOSE AND OFFICES**

**SECTION 1 Name** The name of this Corporation shall be Nebraska Serious Injury & Line-Of-Duty Death Response Team, Inc., incorporated under the Nebraska Nonprofit Corporation Act.

**SECTION 2 Purpose** It shall be the purpose of this corporation to provide support and assistance for injured Public Safety Officer; to provide support and assistance to families and loved ones of Firefighters, Rescue personnel and Law Enforcement killed in the line-of-duty; and to foster, promote, encourage and increase public knowledge and appreciation of firefighters and rescue personnel in the State of Nebraska.

**SECTION 3 Offices** The Team address will be at a designated office decided by the Executive Board of the corporation in the State of Nebraska. The corporation may have other offices, either within or without the State of Nebraska as the Board of Directors may determine or as the affairs of the corporation may require from time to time.

The corporation shall have and continuously maintain in the State of Nebraska a registered office, and a registered agent whose office is identical with such registered office, as required by the Nebraska Nonprofit Corporation Act. The registered office may be, but need not be, identical with the principal office in the State of Nebraska, and the address of the registered office may be changed from time to time by the Board of Directors.

**ARTICLE II  
MEMBERSHIP DUES AND VOTING**

**SECTION 1 Membership** The Corporation shall have 3 classes of membership, open to all persons interested in furthering the purposes of the corporation. New Members will serve a one (1) year probationary period, where they can be removed for any National Fallen Fighters Foundation or team violations.

All applicants will be emailed (by the secretary) the current by-laws, NFFF code of conduct minimum uniform requirements and sign confirmation of their receipt prior to their application being accepted.

Responding Member:

- Votes on Response Team items at annual or special meetings.
- Pay annual dues as determined by the E-Board.

Completes required training as recommended by the E-Board and Board of Directors.

- Reply to all communication regarding team activation/requests for assistance within 24 hours.
- Participates in the annual response team meeting, participates in a minimum of 50% of any scheduled yearly meetings/teleconferences or continuing education or in-service training sponsored by the response team or NFFF Sanctioned Courses, level 1,2,3 deployments, fundraisers etc. All members' participation will be reviewed annually. Failure to meet the minimum requirements will result in a review of your membership by the E-Board and the Board of Directors.
- Actively participate in meetings and assist the Response Team in taking action items and tasks assignments assigned by the Response Team E-Board
- Will purchase response team approved apparel to include a minimum of 1-long sleeve white button down, 1-long sleeve gray button down, 1-white polo, 1-gray polo.

Eligible for seeking a role as a Response Team Officer or Director

- Active, prior or retired affiliation, in good standing, with a Nebraska Fire, EMS, or Law Enforcement or a current team member in good standing with the Nebraska Serious Injury & Line of Duty Death Response Team.

Eligible to represent the Response Team in responding to a local Family/agency/community upon completion of required training, and participation at the direction of the Team's President, with approval of the Board of Directors.

Participates in Lessons Learned sessions following a response by the Team

Promotes fraternity within the Response Team membership and outside to local, county, regional, state and national emergency responder organizations.

### Survivor Resource:

- This membership category is reserved for immediate Family members who have lost a loved one and fellow responders of a member lost in the line-of-duty.
- Participate in a network of Family/Department survivors that have one thing in common with the affected Family/Department, surviving a Line of Duty Death.
- May be called upon to assist Family/Department members following a Line of Duty Death.
- May purchase response team apparel.
- Non-voting member of the organization.
- No annual dues are required.
- There are no training requirements for this membership category.

### Honorary Member:

Membership consideration is by written nomination from a Responding Member to the Response Team E-Board or Board of Directors. Approval of Honorary Membership is by a voting majority of the Response Team Board of Directors at their next regularly scheduled meeting or teleconference.

- Membership is open to any person who supports and promotes the goals and guidelines of the Nebraska Serious Injury and LODD Response Team.

Appointment to Honorary Membership is lifetime.

Non-voting member of the organization.

No annual dues are required.

There are no training requirements for this membership category,

CAST Member: The Coordinator of the Assistant State Team (CAST) member will consist of one (1) member appointed by the Board of Directors. The presiding president will serve as a CAST Member.

**SECTION 2 Membership Privileges** In addition to furthering the purposes of the corporation, each eligible member is entitled to one vote in every election by the general membership and each membership is afforded the opportunity to serve on the corporate committees of most interest to the holder(s) of the membership. The Board of Directors of the corporation shall have the power to add other membership privileges, as the Board deems it necessary or advisable.

**SECTION 3 Membership Year** The membership year of this corporation shall be from January 1 through December 31. All memberships will be renewed annually, or become effective, upon payment of their dues. Unpaid annual dues become delinquent 30 days after the annual meeting. Failure to pay annual dues will result in termination of your membership.

**SECTION 4 Memorials and Gifts** In addition to the membership classification, the corporation's Board of Directors is empowered to accept memorials or special purpose gifts of any amount, at any time.

**SECTION 5 Changes in Membership Structure** The Board of Directors of this corporation shall have the power to change the amount of dues and the classification of membership at any time the Board deems necessary or advisable, providing such change is made prior to September 1 and effective for the next membership year.

### **ARTICLE III** **MEMBERSHIP MEETINGS**

**SECTION 1 General Membership Meetings** The general membership of this organization shall attend an annual meeting to be held in the first 4 months each year for the purposes of electing members of the Board of Directors and E-Board in accordance with the provisions of these Bylaws, installing new board members, and transacting such business as may properly come before the meeting. Electronic voting will be allowed. If there are no nominations for a position, we will allow nominations from the floor at the annual meeting. Ballots will be sent out 2 weeks prior to the annual meeting and validated by the Election Committee at the annual meeting. Each member gets one vote.

Any member seeking election shall be afforded the opportunity to submit a brief summary of their intentions if elected. This summary will be submitted to the current 3-person election committee and distributed to the membership by the same.

**SECTION 2 Special Meetings** Special meetings of the general membership may be called at any time and for any purpose by the Board of Directors or E-Board.

Fifty one percent of eligible members attending the meeting shall constitute a quorum at any meeting. If a quorum is not present at any meeting of members, a majority of the members present may adjourn the meeting from time to time without further notice

**SECTION 4 Notice of Meeting** The Secretary of this organization shall be responsible for notifying all members of every meeting of the general membership. Such notice of the official annual meeting shall be posted on the team's web site at least Thirty days (30) prior to the date of such annual meeting. Notice of any special meeting of the general membership shall be so posted at least Fifteen (15) days prior to the date of such special meeting.

**ARTICLE IV**  
**BOARD OF DIRECTORS**

**SECTION 1 General Powers** The affairs of the corporation shall be managed by its Board of Directors.

**SECTION 2 Qualifications, Number and Tenure** Directors shall be participating members of the corporation and need to be residents of the State of Nebraska, when applying for membership. The number of Directors shall be at least five, each Director shall hold office for a rotating term of two years. Terms shall commence no more than 30 days after the annual election.

**SECTION 3 Regular Meetings** A regular annual meeting of the Board of Directors shall be held without other notice by this Bylaw, within 30 days of the annual meeting, and again six (6) months after. Meetings can be held in person, zoom or conference call. Other regular meetings of the Board of Directors shall be held as needed. Eligible in representing the Response Team in responding to a local agency/community upon completion of required training, and at the direction of the Team's President after coming off probation.

**SECTION 4 Special Meetings** Special meetings of the Board of Directors may be called by or at the request of the Chairman or any two Directors. The person or persons authorized to call special meetings of the Board may fix any place within the state of Nebraska as the place for holding any special meeting of the Board called by them. This shall include digital conferencing platforms.

**SECTION 5 Notice** Notice of any special meeting of the Board of Directors shall be given at least two days previously thereto by oral or written notice delivered personally or sent by email or mail to each Director at his address as shown by the records of the corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid. Any Director may waive notice of any meeting. The attendance of a Director at any meeting shall constitute a waiver of notice of such meeting.

**SECTION 6 Quorum** A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board; but if less than a majority of the Directors are present at said meeting, a majority of the Directors present may adjourn the meeting from time to time without further notice.

**SECTION 7 Manner or Acting** The act of a majority of the Directors present at the meeting at which a quorum is present shall be the act of the Board of Directors, unless the act of a greater number is required by law or by these Bylaws.

**SECTION 8 Compensation** Directors as such shall not receive any compensation for their services, but nothing herein contained shall be construed to prevent any Director from serving the corporation in any other capacity and receiving compensation therefore.

**SECTION 9 Vacancies** Any vacancy occurring in the Board of Directors, and any directorship to be filled by reason of an increase in the number of Directors, shall be filled by the Board of Directors. A Director elected to fill a vacancy shall be elected for the unexpired term of his predecessor in office.

**SECTION 10 Informal Action by Directors** Any action required by law to be taken at a meeting of the Directors, or any action which may be taken at a meeting of Directors, may be taken without a meeting if a consent in writing setting forth the action so taken, shall be signed by all of the Directors.

## **ARTICLE V** **OFFICERS**

**SECTION 1 Officers** The officers of this organization shall serve as the Executive Board (E-board) and shall consist of a President, Vice President, Secretary, Treasurer and one (1) member at large, and benefits officer. The benefits officer shall be appointed by the board of directors. The benefits officer may appoint as many assistants as they see fit and shall oversee all assistants.

**SECTION 2 Additional Officers** The Board of Directors shall have the power to create any additional offices the Board deems necessary or advisable. Such positions shall be reviewed annually by the board of directors to determine tenure of the position(s).

**SECTION 3 Election** The officers shall be elected by a simple majority of the general membership. The election process shall be established by the Election Committee composed of three members that are not seeking election and can include electronic balloting prior to and/or ballots cast at the annual meeting. You cannot run for an office while you are on probation.

**SECTION 4 Term of Office** All officers shall be elected for a term of two (2) years and shall serve until their respective successors are elected. An officer may be elected to more than one (1) term in succession. The terms of office will be for two (2) years for all officers. Terms shall commence no more than 30 days after the annual election.

**SECTION 5 Replacement** If the replacement of any officer becomes necessary during his/her term in office, the Board of Directors shall have the power to appoint a candidate to fill the vacancy for the remainder of the unexpired term.

**SECTION 6 Duties of the Officers** In addition to the specific duties prescribed herein, the duties of the officers of the organization shall be those that usually pertain to their respective offices or are assigned to them respectively as deemed advisable by the Board of Directors of this corporation.

**SECTION 7 President** The President shall preside at all meetings of the general membership Executive Board and shall be an ex officio member of all committees. The President shall act as the Officers liaison to the Board of Directors. All communication with the general membership will be approved by the President prior to its distribution. The President shall keep the current membership roster up to date and posted on the team website. The President shall also be responsible for notifying all appropriate members of upcoming general membership, Board of Directors, Executive Board meetings and shall be responsible for all correspondence of the organization as instructed by the Board of Directors. The President will also be given all passwords to all accounts face book, pay pal, etc.

**SECTION 8 Vice President** The Vice President shall assume all duties of the President in case of the latter's absence.

**SECTION 9 Secretary** The Secretary shall keep a record of all meetings of the general membership, the Board of Directors, the Executive Board and shall be responsible for providing a written copy of the minutes of all such meetings and post said minutes to the Team website once approved.

**SECTION 10 Treasurer** The Treasurer shall be responsible for the collection of all dues and shall have charge of all funds of the organization; shall be responsible for all deposits and disbursements; shall be responsible for providing a written treasurer's report for each Board of Directors, Executive Board, and annual meeting of the membership; shall provide to the organization's accountant a written report for income tax purposes.

**SECTION 11 Benefits Officer** The Benefits Officer shall be responsible for overseeing all team involvement with federal, state and local benefits that a fallen officer may be eligible for. It shall be the responsibility of the Benefits Officer to keep abreast of all potential benefits available.

## **ARTICLE VI COMMITTEES**

**SECTION 1 Committee of Directors** The Board of Directors, by resolution adopted by a majority of the Directors in office, may designate and appoint one or more committees, to the extent provided in said resolution, shall have and exercise the authority of the Board of Directors in the management of the corporation. The designation and appointment of any such committee and the delegation thereof of authority shall not operate to relieve the Board of Directors, or any individual Director of any responsibility imposed upon it or by him/her by law.

**SECTION 2 Other Committees** Other committees not having and exercising the authority of the Board of Directors in the management of the corporation may be designated by a resolution adopted by a majority of the Directors present at a meeting at which a quorum is present. The President of the corporation may appoint the members thereof, except as otherwise provided in such resolution. Any member thereof may be removed by the person or persons authorized to appoint the members of the committee and shall remove such member(s) whenever, in their judgment, the best interests of the corporation shall be served by such removal.

**SECTION 3 Term of Office** Each member of a committee shall continue as such until the next annual meeting of the corporation and until his successor is appointed, unless the committee shall be sooner terminated, or unless such member be removed from such committee, or unless such member shall cease to qualify as a member thereof.

**SECTION 4 Chairman** One member of each committee shall be appointed chairman by the person or persons authorized to appoint the members thereof.

**SECTION 5 Vacancies** Vacancies in any committee may be filled by appointments made in the same manner as provided in the case of the original appointments.

**SECTION 6 Quorum** Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

## ARTICLE VII CONTRACTS, CHECKS, DEPOSITS AND FUNDS

**SECTION 1 Contract** The Board of Directors may authorize any officer or officer's agent or agents of the corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation, and such authority may be general or confined to specific instances.

**SECTION 2 Checks, Drafts, etc.** All checks, drafts or orders for the payment of money, notes or other evidence of indebtedness issued in the name of the corporation shall be signed by such officer or officers, agent or agents of the corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Treasurer or by the President of the corporation.

**SECTION 3 Deposits** All funds of the corporation shall be deposited within 10 days of receipt to the credit of the corporation in such banks or other depositories as the Board of Directors may select. PayPal should not have more than \$25.00 in the account. All monies must be transferred within 10 days of deposit.

**SECTION 4 Gifts** Gifts may be accepted by any team members on behalf of the Corporation but must be reported to a Board of Director or E-Board member within (3) three days of receipt.

## ARTICLE VIII CERTIFICATE OF MEMBERSHIP

**SECTION 1 Certificates of Membership** The Board of Directors may provide for the issuance of certificates evidencing membership in the corporation, which shall be in such form as may be determined by the Board. Such certificates shall be signed by any member authorized by the Board.

**ARTICLE IX**  
**BOOKS AND RECORDS**

The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its members and Board of Directors, and shall keep at the registered or principal office a record giving the names and addresses of the members entitled to vote. All books and records of the corporation may be inspected by any member, or their agent, for any proper purpose at any reasonable time. The team checkbook shall be audited at the annual meeting by two (2) E-Board or Board of Director members. These 2 will sign and date once they acknowledge everything balances.

**ARTICLE X**  
**FISCAL YEAR**

The fiscal year of the corporation shall begin on the first day of January and end on the last day of December in each calendar year.

**ARTICLE XI**  
**SEAL**

The Board of Directors may provide a corporate seal, which shall be in the form of a circle and shall have inscribed thereon the name of the corporation and the words "Corporate Seal".

**ARTICLE XII**  
**WAIVER OF NOTICE**

Whenever any notice is required to be given under the provisions of the Nebraska Nonprofit Corporation Act or under the provisions of the Articles of Incorporation or by the Bylaws of the corporation, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

**ARTICLE XIII**  
**AMENDMENTS TO BYLAWS**

These By-laws may be altered, amended, or repealed and new By-laws may be adopted by a majority of the Directors present at any regular meeting or at any special meeting, if at least two days' oral or written notice is given of intention to alter, amend or repeal or to adopt new By-laws at such meeting.

Enacted at the meeting of the membership of the corporation held the day of March 2006.

Revised the 11 day of January, 2008

Revised the 17<sup>th</sup> day of January, 2009

Revised the 9<sup>th</sup> day of January 2010

Revised the 14<sup>th</sup> day of January 2011

Revised the 22<sup>nd</sup> day of July 2012

Revised the 27<sup>th</sup> day of January 2018

Revised the 18<sup>th</sup> day of June 2018

Revised the 11<sup>th</sup> day of September 2023

Revised the 4<sup>th</sup> day of February 2026

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Karla Houfek, Secretary