



International Federation of Societies for Hand Therapy (I.F.S.H.T.)

BYLAWS/CHARTER

ARTICLE I: NAME

- A. The name of the organization shall be “International Federation of Societies for Hand Therapy” (IFSHT). Founded on December 6, 1985 in PARIS, and subsequently registered as a tax free, not for profit association in Winterthur, Switzerland on the 22nd June 2012 and retroactive as of January 1st 2008, the IFSHT is governed by Swiss law. This Federation unites Societies interested in Hand Therapy. Each participating Society retains its own autonomy.

ARTICLE II: PURPOSE

- A. Mission – To provide global networking and educational opportunities to develop and enhance the practice of hand therapy.
1. To maintain a liaison with societies associated with the practice of hand therapy;
 2. To promote the exchange of information about the practice of hand therapy;
 3. To facilitate international hand therapy educational opportunities;
 4. To exchange knowledge through publications and scientific meetings;
 5. To further collaboration between hand therapists and hand surgeons;
 6. To foster mutual interests and communication between the International Federation of Societies for Hand Therapy and the International Federation of Societies for Surgery of the Hand;
 7. To serve its members and support and encourage the development of hand therapy worldwide;
 8. The Organisation (IFSHT) does not pursue commercial interests;
 9. To assist in the development of a Hand Therapy Society in each Associate and Corresponding member country.

ARTICLE III: MEMBERSHIP

SECTION 1 – CLASSES OF MEMBERSHIP

There shall be three (3) classes of membership in IFSHT. They are:

- A. Full Membership
- B. Associate Membership
- C. Corresponding Membership

SECTION 2 – MEMBERSHIP CRITERIA AND PRIVILEGES

A. Full Membership

Membership Criteria: Full Membership of IFSHT is not limited to independent hand therapy organizations, but is also available to hand therapists' groups who are organized under the umbrella of a National Physical Therapy/Physiotherapy, National Occupational Therapy, or National Hand Surgeons' organization. Hand Therapy groups organized as a sub-group of a national society are eligible to apply for full membership of IFSHT only if there is NOT an already established independent hand therapist member society in their country. All hand therapy groups applying for full membership must state in their bylaws that members from both the disciplines of occupational therapy and physical therapy/physiotherapy are eligible for membership and that all therapist members shall be granted the same rights and privileges.

There shall be only one (1) Full Membership designation for any country.

Full Membership societies are expected to maintain annual payment of membership fees.

Membership Privileges: Each Full Membership society in good standing shall designate one (1) person, residing in the country, to act as a voting-delegate to represent their society in the council. The delegate, or their designated alternate, each of whom, shall be a working/retired physical therapist/physiotherapist or a working/retired occupational therapist, shall also act as the primary contact person between IFSHT and the representative society.

Full Membership societies are entitled to:

- a) Nominate working/retired physical therapists/physiotherapists, or working/retired occupational therapists for election to hold IFSHT office and / or serve on and chair an IFSHT committee. The nominated individual(s) must be qualified candidates and from a Full Member society in good standing
- b) Apply to host the Triennial Scientific Meeting of IFSHT;
- c) List information about their society on the IFSHT website

B. Associate Membership

Membership Criteria: Associate Membership of IFSHT is intended for groups of therapists who are interested in developing a hand therapy society but are not yet organized as an independent hand therapy organization nor belong to a sub-group of a National Physical Therapy/Physiotherapy, National Occupational Therapy, or National Hand Surgeons' organization. The group is eligible to apply for Associate Membership in IFSHT ONLY if there is NOT an already established hand therapy member society from this country. There

shall be only one (1) Associate Membership designation for any country. Associate Membership may not occur in any country already having Full Membership. If and when a national group or society is accepted for Full Membership, Associate Membership will be revoked. Associate Membership organizations will be expected to maintain current payment of membership fees.

Membership Privileges: Each Associate Membership group in good standing shall designate one (1) person, residing in the country, to act as a non-voting delegate to represent their group in the council. The delegate, or their designated alternate, each of whom, shall be a working/retired physical therapist/physiotherapist or a working/retired occupational therapist, shall also act as the primary contact person between IFSHT and the Associate Member group. Associate Members may serve on a committee, but may not run for office or chair a committee.

Associate Membership societies are entitled to:

- a) Have working/retired physical therapists/physiotherapists or working/retired occupational therapists from within their society serve on an IFSHT committee.
- b) Apply to host the Triennial Scientific Meeting of IFSHT;
- c) List information about their society on the IFSHT website

C. Corresponding Membership.

Membership Criteria: Corresponding Membership is open to individual therapists (working/retired physical therapists/physiotherapists and working/retired occupational therapists) residing in a country without a group with Associate Membership or a Full Member Society, who are unable to form an organized group of regional or national therapists involved in hand therapy. There shall be only one (1) Corresponding Member, residing in the country, who represents the country. If an application for Associate or Full Membership is approved from the same country, Corresponding Membership will be revoked. Corresponding members will be expected to maintain current payment of membership fees covering a (3 year) period.

Membership Privileges: Each Corresponding Member in good standing shall act as a non-voting delegate to represent their country in Council. Corresponding Members may serve on a committee, but may not run for office or chair a committee. Corresponding Members may not apply to host the Triennial Scientific Meeting of IFSHT. Corresponding members will act as the in-country contact for IFSHT inquires / external inquiries about access to hand therapy services.

Corresponding Members are entitled to:

- a) Have their name, country and contact information listed on the IFSHT website.
- b) Receive all IFSHT correspondence related to ongoing IFHST activities.
- c) Corresponding Members may serve on an IFSHT committee.

SECTION 3 – APPLICATION

- A. A society, group or individual wishing to apply for any class of membership in IFSHT must apply to the Secretary General. The Executive Committee will review each membership application and bring forward any recommendations for membership before the Council in a category that can progress to voting level.
- B. The Society's bylaws (with an English translation) must be enclosed with the membership application form.

SECTION 4 – FEES

- A. The recommended annual fees for each class of membership will be determined and reviewed by the Council.
- B. The Executive Committee will, at its discretion consider any request for reduced fees from members with low financial means.
- C. Fees for Full membership may be paid in either one (1), two (2), or three (3) year intervals, lining up with the triennium. Fees for Associate (USD 30) and Corresponding (USD 20) memberships cover the three (3) years of the triennium. This is pro-rated for new Associate members joining IFSHT to USD 20 for the second year, and USD 10 for the final year of the triennium. New Corresponding members will have fees waved for their first triennium. Fees are to be paid by 31st of March in the year that they are due.
- D. Membership fees will be considered delinquent if the treasurer has not received full payment by 30th September in the year they are due.
- E. The executive committee may confer a designation of 'membership not in good standing' for non-payment of delinquent membership fees of two (2) years duration. Members deemed 'not in good standing' will lose all membership privileges. Membership privileges will be re-instated at the time the Treasurer receives payment of delinquent fees. Failure of a member to contact the Treasurer regarding delinquent dues over 2 years, will result in termination of the membership status.

ARTICLE IV: REGIONAL/INTERNATIONAL LIAISONS

Organized societies or federations, whether regional or international, with an interest in hand therapy and/or hand surgery, shall be invited or may apply to the secretary-general of IFSHT to form a Regional/International Liaison with IFSHT. The goal of this liaison relationship shall be to support/facilitate ongoing communication and enhance the working relationship with IFSHT.

Liaison Criteria: Regional/International Liaison is limited to an organized regional or international group, society, or federation of societies whose interests are related to the advancement of Hand Therapy and/or Hand Surgery and which do not fulfill the criteria for any class of IFSHT Membership. Regional/International Liaison shall not incur fees.

Liaison Privileges: Each Regional/International Liaison group/federation shall be invited to designate one (1) person to attend council as a guest of IFSHT. This person, or their designated alternate, shall also act as the primary contact person between IFSHT and the representative group. Members of the representative group may not run for office or participate in any committee within IFSHT as a representative of their organisation.

Regional/International Liaison groups/federations are entitled to:

- a) List information about their organisation on the IFSHT website

ARTICLE V: COUNCIL

- A. The IFSHT Council shall consist of the Executive Committee, one (1) voting-delegate who shall be a working or retired physical therapist/physiotherapist or working or retired occupational therapist from each Full Member society, and one (1) non-voting delegate who shall be a working/retired physical therapist/physiotherapist, or, a working/retired occupational therapist from each of the Associate Member groups, and one (1) non-voting delegate who shall be a working or retired physical therapist/physiotherapist or a working or retired occupational therapist as a Corresponding Member. All Committee Chairs and a representative from each Regional/International Liaison group/federation are welcome to attend all Council meetings as guests.
- B. Voting Delegate: Each full member society in IFSHT will be represented by a voting delegate, who is designated by his/her society and who is a working/retired physical therapist/physiotherapist, or, a working/retired occupational therapist. The voting delegate of each full member society in good standing will have only one (1) vote in Council.
- C. Non-voting Delegate: A non-voting delegate, who is designated by his/her group, will represent each Associate Member group in IFSHT. The non-voting delegate recognized as the Corresponding member will represent their country in IFSHT. Each non-voting delegate in good standing shall be encouraged to participate in all council discussions, but shall not have a vote in the Council.
- D. Executive Committee: The Executive Committee of the Council shall be composed of all current IFSHT officers. Officers shall be working/retired physical therapist/physiotherapist or working/retired occupational therapists from a full member society in good standing. Each officer shall have only one (1) vote in Council.

ARTICLE VI: OFFICERS

SECTION 1 – OFFICERS

- A. The officers of IFSHT shall be Immediate Past-President, President, President – Elect, Secretary General, Information Officer, and Treasurer. All officers shall serve on the Executive Committee of the Council.
- B. All officers shall serve one three-year term, and continue in their office until their successor has been duly elected and assumes office. Officers, excluding presidential line of President, President Elect, and Past President, may stand for re-election in the same post but may not stand for more than two consecutive terms of office.

SECTION 2 – OFFICERS' EXPENSES

- A. Officers shall be reimbursed for out-of-pocket expenses for telephone, communication software/accounts, stationery and other office expenses related to IFSHT business.
- B. With Council approval of the triennial IFSHT budget, the treasurer shall have the authority to approve payment of travel, housing and other meeting expenses of the IFSHT President, or an Executive Committee alternate. This shall include attendance at the IFSHT Triennial Congress and any other meeting deemed to be of essential value to IFSHT. If reimbursements for travel expenses exceed the amount designated within the President's expense budget, then approval by the EXCO is required. If this override would create a negative net revenue for the overall budget, then approval of the Financial Review Committee is required prior to reimbursement. The President, or the Executive Committee alternate, will provide a report of all meetings attended to the IFSHT Executive Committee and to the Council.
- C. With Council approval of the triennial IFSHT budget, the treasurer shall have the authority to approve payment of travel, housing and other meetings expenses for all other Executive Committee members, to attend the IFSHT Triennial Congress or any other interim Executive Committee meetings deemed to be of essential value to IFSHT. Travel, housing and other meetings expenses of the Treasurer require approval of two other Executive Committee members. If reimbursements for travel expenses exceed the amount designated within the Executive Committee expense budget and creates a negative net revenue for the overall budget, then approval of the Financial Review committee is required prior to reimbursement.

SECTION 3 – TERMS AND RESPONSIBILITIES

- A. President
 - 1. Shall assume this office at the completion of his / her three (3) year term of office as President Elect;

2. Shall serve in this office for three (3) years. The term shall begin at the close of the Triennial Scientific Meeting;
3. Shall preside at meetings of the Society, Council and Executive Committee;
4. Shall make, with the consent of the Council, all appointments to committees, except the Membership and Nominating Committees;
5. Shall be an ex-officio member of all committees and fill all vacancies between the three (3) year IFSHT meetings unless otherwise provided for in the bylaws. Such interim committee appointments must be done in consultation with the Executive Committee, and with the consent of the affected membership group;
6. Shall deliver an address at the Triennial Scientific Meeting;
7. Chairs the Executive Committee, IFSHT Council Meeting, Awards Committee, Sponsorship Committee, and Triennial Congress Committee;
8. Provides oversight to Administrative Secretary.

B. President-Elect

1. Shall be elected by the Council for three (3) years. The term shall begin at the close of the Triennial Scientific Meeting;
2. Shall assume the office of President in the event of resignation or incapacitation of the current president;
3. Shall assume the office of President at the close of a three (3) year term as President-Elect;
4. This officer may hold concurrently the office of Secretary General, Information Officer, or Treasurer;
5. Serves as liaison to Education Committee.

C. Immediate Past-President

1. Shall remain on the IFSHT Council for the three (3) year term following their term as President;
2. Shall have the right to vote at all Council Meetings;
3. Shall act as Chair of the Nominating Committee.

D. Secretary General

1. Shall be elected by the Council for three (3) years. The term shall begin at the close of the Triennial Scientific Meeting;
2. Shall preside at the meetings of the Society, Council, or Executive Committee in absence of or at the request of the President;
3. Shall keep a record of proceedings of all Society and Council meetings;
4. Shall send out notices of meetings;
5. Shall coordinate the activities of the standing, special and ad hoc committees;
6. Shall receive and review all committee reports and distribute to member group delegates no later than sixty (60) days prior to Council Meetings;
7. Shall send minutes of IFSHT Council Meetings to all officers and member group delegates no later than sixty (60) days following a Council Meeting;
8. Serves as liaison to Bylaws Committee;
9. Provides oversight to Administrative Secretary.

E. Treasurer

1. Shall be elected by the Council for three (3) years. The term shall begin at the close of the Triennial Scientific Meeting;
2. Shall receive all funds, depositing them in a bank designated by Council;
3. Shall pay all bills of the Society and keep an itemized account of receipts and expenditures;
4. Shall keep a record of all member groups paying dues;
5. Shall prepare a triennial budget for approval by Council. The term of the budget shall be 36 months, commencing January 1st of the year immediately following the closure of the Triennial Council Meeting;
6. Shall seek approval from Council via electronic ballot, for any revisions necessary to the triennial budget as a result of any discrepancies between the actual and projected accounting between the Council Meeting and end of the financial year;
7. Shall have the accounting to date reviewed by the IFSHT Financial Review Committee prior to the Triennial Council Meeting;
8. Shall prepare an annual financial report to be distributed to the Council;
9. Shall have the final accounting for the full triennial budget cycle reviewed by the Executive Committee and the chair of the Financial Review Committee within 30 days of end of the triennial financial year;
10. Shall at the completion of their term as Treasurer (closure of the Triennial Scientific Meeting) until EXCO approves the final accounting of prior triennial budget cycle, act in the role of Past-Treasurer.
11. Serves as liaison to Financial Review Committee.

F. Information Officer

1. Shall be elected by the Council for three (3) years. The term shall begin at the close of the Triennial Scientific Meeting;
2. Shall maintain the historical archives of the Federation and provide information regarding this history as required;
3. Shall liaise with the Webmaster to maintain accurate, current and up to date information on the Federation website;
4. Responsible for professional communication through IFSHT publications and IFSSH EZINE contributions.
5. Serves as liaison to the Publications Committee.

ARTICLE VII: ELECTION OF OFFICERS

SECTION 1 – PROCEDURE

- A. Officers are elected by a majority of vote of the sitting or electronically voting Council.
- B. Candidates for officers of IFSHT shall be presented to the Council for vote by the Nominating Committee.

- C. Wherever possible, the nomination slate of qualified individuals put to the Council for election to office shall have a regional representation of the full member societies of ISFHT.

SECTION 2 – REMOVAL / RESIGNATION

- A. Officers of IFSHT may be removed from office with a two-thirds (2/3) vote of the council, just cause having been established. Any officer may resign at any time upon written notification to the executive committee.
- B. In the case of removal or resignation of an officer of IFSHT other than the President (whose duties will be assumed by the President-Elect); the duties of the resigned / removed officer will be absorbed by the remaining Executive Committee members until such time as the new officer has been elected by the Council.
- C. In the event of an IFSHT officer's removal or resignation, the IFSHT Nominating Committee shall put forth a nominee to fill the remainder of the term of that office. Such nominee shall be elected by a majority of vote of the Council.

ARTICLE VIII: PAST TREASURER

SECTION 1- ROLE

- A. Shall act as a mentor to the new Treasurer from the end of the Triennial Council Meeting until the EXCO approves the final accounting of prior triennial budget cycle, acting in an advisory role on matters of finance.
- B. Shall work in partnership with the new Treasurer to finalize the accounting until the end of the triennial budget cycle;
- C. Shall retain cheque signing privileges for IFSHT bank accounts until the end of the triennial financial year;
- D. Shall NOT have a vote in Council, nor sit on the Executive Committee;
- E. Shall at the end of the triennial financial year become an ex-officio member of the Financial Review Committee.

ARTICLE IX: VOTING / NON-VOTING DELEGATES

SECTION 1 – ROLE

- A. The primary role of the IFSHT Voting and Non-voting Delegate is to enhance communication and to disseminate information between IFSHT and their respective member organization.
- B. Voting and Non-voting delegates shall also represent their member organization on Council (ARTICLE V. A-B).

SECTION 2 - APPOINTMENT BY MEMBER ORGANIZATION

- A. Each Full-Member organization will be responsible for appointing one voting delegate from their membership to represent their organizations interests within IFSHT.
- B. Each Associate and Corresponding Member will be responsible for appointing one non-voting delegate from their membership to represent their organizations interests within IFSHT
- C. Each Full, Associate and Corresponding Member must have a person appointed as a voting or non-voting delegate at all times. Failure to do so will result in the member organization losing their good standing status within IFSHT.

SECTION 3 – TERM OF APPOINTMENT

- A. Each Full and Associate Member organization will define the term for their voting or non-voting delegate position.
- B. Each Full, Associate, and Corresponding Member organization is responsible for ensuring that the IFSHT secretary is duly informed of any changes in the name and full contact information for the appointed voting / non-voting delegate within thirty (30) days of any change. Failure to do so will result in the member organization losing their good standing status within IFSHT.
- C. All voting and non-voting delegates shall serve in their position until their successor has been duly appointed by their member organization.

SECTION 4 – RESPONSIBILITIES

A. COUNCIL MEMBER REPRESENTATIVES:

- 1. Shall represent their member organization on the Council, and if unable to personally attend the Council Meetings or participate in any electronic ballot of the Council, is responsible for ensuring that their member organization has duly appointed and informed the IFSHT secretary of the name and contact information for an alternate Council voting / non-voting delegate no later than thirty (30) days prior to the Council Meeting or electronic ballot.
- 2. Shall inform the IFSHT secretary thirty (30) days prior to a Council Meeting or electronic ballot if their member organization is unable to be represented at the Council Meeting or participate in the electronic ballot. In this instance, member organizations are encouraged to submit comments or questions related to IFSHT business for review by the IFSHT Executive Committee and presentation to the Council as indicated.
- 3. Failure of the member organization to inform IFSHT of any changes in council delegate representation will result in the delegate losing their voting status on Council. Delegates will be welcome to attend the Council Meeting as guests.

4. Are encouraged to participate in IFSHT committees or projects as able and interested.
5. Are encouraged to establish ongoing contact with other member organization delegates.

ARTICLE X: MEETINGS

SECTION 1 – COUNCIL MEETINGS

- A. The Council will meet at least once every three years at such place (in person, virtually, or combination of both) and time, as it shall decide. Whenever possible, this meeting will occur at the same time as the Triennial Congress.
- B. The President and the Secretary General under particular circumstances can call a special Council Meeting or electronic ballot of the Council. Notice of the meeting or ballot shall be distributed to each Executive Committee member and all voting and non-voting delegates at least sixty (60) days preceding the meeting or ballot.

SECTION 2 - TRIENNIAL CONGRESS

- A. An international triennial congress will be held every three (3) years. All member groups will be encouraged to participate in the meeting. Participation of non-members groups or individuals who are interested in Hand Therapy will also be encouraged.
- B. Any Full or Associate member group in IFSHT may be considered as a possible host for the IFSHT Triennial Congress.
- C. All proposals to host the IFSHT Triennial Congress shall be made according to the IFSHT Policy: *Call for Proposals to Host the Triennial Congress*.
- D. The Executive Committee of IFSHT will review the proposed organizational committee's ability to host the Triennial Congress and bring forward their recommendations for meeting location to the Council for review and ratification.
- E. Profits from the IFSHT Triennial Congress, whether held jointly or separately from IFSSH, shall be 10% of the therapist registration fee. There shall be an official signed document reflecting this agreed profit share prior to approval being given to host the IFSHT Triennial meeting.
- F. The Scientific Program committee shall be comprised of 2 Co-Chairs and appointed committee members
 1. IFSHT President will appoint one Scientific Program Co-Chair with EXCO approval; and, the hosting hand therapy society will appoint one Co-Chair.

2. The Scientific Program Co-Chairs will appoint a committee consisting of qualified therapists from IFSHT member countries that reflect IFSHT diversity of membership and educational needs.

ARTICLE XI: VOTING

SECTION 1 – QUORUM

- A. At the Triennial Council Meeting or any special meeting of the Council or any electronic ballot, a quorum consisting of more than half of all full member society voting-delegates and Executive Committee members shall be required for transaction of business.

SECTION 2 – PROCEDURE

- A. IFSHT bylaws amendments and voting for removal of an officer require a two-thirds (2/3) vote for ratification. All other matters coming before the IFSHT Council shall require a majority vote of the sitting or electronically voting Council.
- B. Voting for Officers shall be by a closed ballot.
- C. Voting on any other item of business shall be by closed ballot upon the request of any delegate.
- D. Between IFSHT Triennial Council Meetings the President or Secretary General may request an electronic ballot of Council on procedural matters. Voting members will be notified about any such ballot no later than 60 days before the ballot and shall have access to information pertaining to the matter and be provided an opportunity to submit questions prior to the date of voting.

SECTION 3 - ROBERT'S RULES OF ORDER

- A. The meeting and proceedings of the IFSHT shall be regulated and controlled according to the most current *Robert's Rules of Order* for parliamentary procedure, except as may be otherwise provided by the Bylaws.

ARTICLE XII: BYLAWS AMENDMENTS

- A. The Bylaws/Charter may be amended by a two-thirds (2/3) vote of the sitting or electronically voting members of the Council. Suggested amendments shall be submitted at least sixty (60) days in advance of the Council Meeting or electronic ballot.
- B. With unanimous consent of Council, the Bylaws/Charter may be amended without a sixty (60) day notification at any regular or special Council Meeting, or electronic ballot

ARTICLE XIII: FINANCES

SECTION 1 - SOCIETY EXPENSES

- A. Expenses of the IFSHT shall be shared equally by the constituent member groups. Each organization will be responsible for the expenses of its own delegate.
- B. All the members of the Council shall serve without pay.

SECTION 2 – AUTHORITY

- A. The President and Treasurer are the signatories of all IFSHT payment methods. When financial institution regulations prohibit the President and/or Treasurer from being signatories (for example, due to country of origin) the EXCO shall designate EXCO member(s) as alternate(s). The Past Treasurer shall retain signatory privileges until the end of their tenure.
- B. The Council shall have the authority to accept on behalf of the IFSHT donations of funds from various sources.
- C. The Executive Committee or Council may not invest any funds held by IFSHT other than in an interest-bearing account guaranteed by the bank.
- D. In the event that the IFSHT ceases to function and the organisation is dissolved, all funds remaining in the Treasury shall be transferred to a similar tax-free organization that is domiciled in Switzerland. The organization should have the same or similar purpose as IFSHT. If no such organisation can be identified, the funds will be donated to the World Health Organisation with the stipulation that they be used to further the provision of Hand Therapy. Distribution of remaining funds to members is prohibited.

SECTION 3 – FEES

- A. Each constituent member group shall be expected to pay fees as designated by the Council.
- B. The Council may forgive delinquent fees, as it deems appropriate.

SECTION 4 – FINANCIAL YEAR

- A. The financial year for the IFSHT runs from 1st January up to and including 31st December.

ARTICLE XIV: LEGAL REPRESENTATION

- A. The President and the Secretary General represent the IFSHT in areas of justice and civil matters. The one and the other have the whole power to receive charged mail and registered mail and to collect the total of the orders and to manage the current account.

ARTICLE XV: COMMITTEES

SECTION 1 – STANDING COMMITTEES AND RESPONSIBILITIES

- A. Unless otherwise stated in the bylaws, each standing committee will have a chair and any additional members (all from IFSHT member countries) as deemed necessary by the Council. Once appointed to committee, each committee chair and member shall serve a three (3) year term, commencing at the closing of each Triennial Scientific Meeting. All standing committees shall submit a written report to the Secretary General for review and distribution to member group delegates no later than sixty (60) days prior to the Triennial Council Meeting.
- B. Therapist members from all Full, Associate, and Corresponding member groups may serve on the standing committees.
- C. Chairs of the standing committees will be encouraged to attend and participate in Council Meetings as guests, but will not have a vote in council.
- D. There shall be the following Standing Committees in IFSHT:
 - 1. Nominating
 - a) The Chair shall be the Past-President;
 - b) The Council shall elect three (3) additional Nominating Committee members;
 - c) Shall prepare a slate of nominees and submit to the Executive Committee for review and approval at least six (6) months prior to the Triennial Council Meeting or electronic ballot of council;
 - d) Shall present to the Council the approved slate of nominees.
 - e) Shall oversee the Council Meeting election or electronic ballot proceedings.
 - 2. Bylaws/Charter
 - a) The chair shall be nominated by the Nominating Committee and appointed by vote at the Triennial Council Meeting. Additional members may be appointed by the Executive Committee as required.
 - b) Shall review current Bylaws/Charter, including any suggested changes from the Council or constituent member groups.
 - c) Shall submit all suggested amendments to the Executive Committee for review prior to submission to the Council for ratification (see ARTICLE XI-A)

3. Education:

- a) The Chair shall be nominated by the Nominating Committee and appointed by vote at the Triennial Council Meeting. Additional members can be appointed by the Executive Committee as required.
- b) Shall further the educational purposes of the IFSHT as directed by the Executive Committee

4. Financial Review Committee:

- a) The Chair shall be nominated by the Nominating Committee and appointed by vote at the Triennial Council meeting. Additional members may be appointed by the Executive Committee as required. The Treasurer, or a designated Executive Committee alternate, shall sit as an ex-officio, non-voting, member of this committee.
- b) This committee shall review the full IFSHT financial accounts and supporting documentation in consultation with the Treasurer, prior to the Triennial Council Meeting.
- c) Following review of the accounts, the Financial Review Committee shall either recommend to the Council that the accounts as presented be accepted, or shall recommend that the accounts be officially reviewed by an accredited accountant and a full report forwarded to the Executive Committee and the Council within 90 days of the close of the Triennial Council Meeting.
- d) The chair of the Financial Review Committee, along with the Executive Committee, will review the final triennial budget accounts and any supporting documents;
- e) Following review of the final triennial budget accounts, the chair of the Financial Review Committee shall either recommend approval by Council vote that the accounts as presented be accepted or shall recommend that the accounts be officially reviewed by an accredited accountant in Switzerland with a full report forwarded to the Executive Committee and the Council within 90 days.

5. Publications Committee

- a) The Chair shall be nominated by the Nominating committee and appointed by vote at the Triennial Council Meeting. Additional committee members may be appointed by the Executive Committee as required.
- b) The purpose of the IFSHT Publications Committee is to support the IFSHT Information Officer and the IFSHT as a whole in overseeing online (or hardcopy) publications of the Society with scientific editorial leadership and control.
- c) Shall further the information purposes of the IFSHT as directed by the Executive Committee.

SECTION 2 – SPECIAL COMMITTEES AND AD HOC COMMITTEES

- A. Special Committees and Ad Hoc Committees may be appointed by the Executive Committee with the approval of the Council, which will determine the committee composition, responsibilities and terms of office.

- B. The Secretary General will oversee all ongoing activities of these committees.
- C. Each committee will be expected to submit a written report to the Secretary General for review and distribution to member group delegates, no later than sixty (60) days prior to the Triennial Council Meeting.
- D. Chairs of these committees may be invited to attend and participate in Council Meetings as guests, but will not have a vote in Council.

Article XVI: SPONSOR

SECTION 1 – SPONSORSHIP CRITERIA, PRIVILEGE, LEVELS

- A. **Criteria:** Companies whose business interests are related to the international provision of equipment and supplies related to hand therapy may apply to the secretary general of IFSHT to become a Sponsor designated company. The goal of this sponsorship shall be to support/facilitate ongoing projects within IFSHT.
- B. **Privilege:** The privileges associated with this level are: a) Acknowledged tie of sponsorship funds directly to IFSHT projects, b) Increased company exposure through advertisement on IFSHT webpage, c) Company logo on IFSHT website with direct link to company.
- C. **Sponsorship:** Levels of sponsorship shall be determined by the Treasurer and approved by the EXCO.