



Republic of the Philippines
Securities and Exchange Commission

EDSA, Greenhills, Mandaluyong,
 Metro-Manila

S.E.C. Reg. No. 138198

TO ALL TO WHOM THESE PRESENTS MAY COME, GREETINGS:

WHEREAS, Articles of Incorporation duly signed and acknowledged for the organization of the

TRIBAL COMMUNITIES ASSOCIATION OF THE PHILIPPINES, INC.

and in accordance with the provisions of the Corporation Code of the Philippines, Ambansa Bldg. 68, approved on May 1, 1980, were presented for filing in this on on February 10, 1987, and a copy of said hereto attached;

THEREFORE, by virtue of the powers and duties vested in me by law, I do that the said Articles of Incorporation were, after due examination to determine they are in accordance with law, duly registered in this Commission on the day of February Anno Domini, Nineteen Hundred and ven

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the seal of this Commission to be affixed at Mandaluyong, Metro Manila, Philippines, this 10 day of February eighty-seven in the year of our Lord nineteen hundred and eighty-seven

Asuncion N. Lopez
 ASCARIO N. LOPEZ
 Associate Commissioner



ARTICLE IX
BOARD OF DIRECTORS

Section 1.

Number of Directors and Qualifications. The affairs and business of the Association shall be administered by a Board of Directors of Nine (9) members, three (3) of whom shall represent Luzon, one (1) the Visayas and five (5) the Island of Mindanao. Only one (1) director shall represent a tribe and if two or more tribesmen are chosen at the national elections, the candidate garnering the highest number of votes shall be considered elected.

No person shall be eligible for the office of Director unless he has the following qualifications:

1. as is
2. as is
3. as is
4. as is

5. He must be a Filipino Citizen.

ARTICLE XI

THE GENERAL ASSEMBLY

Section 1.

National Convention. The annual meeting of the association shall be known as the National Convention which shall be held in July of each year at the principal place of business of the association or any other place in the Philippines that the General assembly may designate.

Section 1.

ARTICLE XVII

This Constitution and By-Laws may be amended in whole or in part by a majority of the Board of Directors and/or at least a majority of the delegates to the National Convention or at a special meetings called for the purpose.

Section 2.

Amendments approved and ratified as above provided shall take effect immediately.

ARTICLE XVIII
ADOPTION CLAUSE

Signature as is

/teo

- (4) To accept and receive contributions, donations and or endowments from the government and the private sector, by deeds, grants, devices, bequests or gifts for scientific and educational purposes;
- (5) To administer gifts and bequests which may be accepted and received as endowments, contributions or donations for the promotion of the aims and objectives of the association; manage the use of the same according to the purposes and in manner specified by the donors.

ARTICLE III

CHAPTERS AND MEMBERSHIP

- Section 1. In conformity with the objectives of this association, membership consist of all municipal, provincial and city chapter members as well as persons selected to membership under Section 5.
- Section 2. Membership shall be classified as chartered, regular and honorary.
- Section 3. Chartered members are those who were accepted and qualified as such during the organizational stage of the association. They are considered as lifetime members and shall enjoy the benefits and privileges of full membership during their tenure.
- Section 4. Regular members shall be those duly accredited members of the municipal, provincial and city chapters who are members of any tribe by consanguinity or affinity.
- Section 5. Honorary members are those who have performed outstanding services to the tribal communities upon whom the chapter desires to confer special distinction and elected to membership under Section 6.
- Section 6. The National President shall issue a certificate of Honorary membership to a person upon approval of the Board of Directors.
- Section 7. Membership in good standing standing is one who complies with all the duties of a member set forth in Section 10 of this Article.
- Section 8. Membership Roll. The association shall keep and maintain, under the custody of the Secretary, a Membership Roll to be registered with the Securities and Exchange Commission (SEC) and copy furnished to all members of cultural communities, containing list of admitted from time to time, including such information or data as may be required by the Board of Directors.

Section 9. Rights of Members. A member shall have the following rights:

- (1) To exercise the right to vote on all matters relating to the affairs of the association brought before any meeting of the members;
- (2) To be eligible to any elected or appointed office of the association;
- (3) To participate in all deliberation of the membership meeting and to express his opinion on any matter under discussion;
- (4) To avail of all the facilities and services of the association;
- (5) To examine the records of the association during business hours.

Section 10. Duties of Members. A member shall have the following duties:

- (1) To obey and comply with the By-laws and such rules and regulations as may be promulgated by the Board of Directors and/or competent authority;
- (2) To attend all meetings, trainings and seminars that may be called by the Board of Directors;
- (3) To pay his membership dues and such other fees which may be levied to him;
- (4) To participate actively in any economic, educational, social and cultural activities the Association will undertake;
- (5) To assist in every way possible in demonstrating to other communities the benefits derived in such cooperative community undertaking.

Section 11. Termination of Membership. Any member may be terminated on the following grounds:

- (1) When he ceases to be a member in good standing;
- (2) When he defaults and defined in these By-laws to the Association;
- (3) When he violates the rules and regulations of the Association and commits acts inimical to the interest of the Association.

Section 12. Withdrawal of Membership. Any member may withdraw of any fiscal year by giving a 60 day notice to the national President or Secretary General.

Section 13. Prohibition of Dual Membership. No individual members shall be at any one time be a member of other national tribal organizations whose aims, objectives and principles conflict with those of TRICAP.

ARTICLE IV

FEEES AND DUES

- Section 1. There shall be an annual fee of Fifteen Pesos (P15.00) for Regular members.
- Section 2. Chartered members shall pay one hundred pesos (P100.00) upon registration for lifetime membership.
- Section 3. Honorary Members are required to pay One Hundred Pesos (100.00) annually.
- Section 4. Every member must pay any other fees or dues which may be agreed by the Association.
- Section 5. Fund Raising. The Association may raise funds for its programs and activities through contributions, donations and/or other forms.
- Section 6. General Funds. All funds and monies derived from contributions, donations and other sources shall form part of the General Funds of the Association.

ARTICLE V

National Officers

- Section 1. The officers of this association shall be a National President, Executive Vice-President, Vice-President for Luzon, Visayas and Mindanao, Secretary General, Treasurer, Assistant General, Treasurer, Assistant Manager, Auditor, PRO, Assistant PRO, Business Legal Counsels and Youth Coordinator, Regional Directors,

ARTICLE VI

DUTIES OF THE OFFICERS

- Section 1. The National President shall be the Chief Executive of the association. He shall preside at all meetings and shall be Chairman of the Board of Directors. He shall issue the call for regular and special Board meetings. He shall appoint committee chairmen and attendees. He shall act as ex-officio member of each of these committees. He shall call for regular election in accordance to the Constitution of the association.
- Section 2. The National President, Executive Vice President, Vice President for Luzon, Vice President for Visayas, Treasurer and Auditor shall be elected at large.
- Section 3. All other National Officers shall be appointed by the National President subject to confirmation by the Board of Directors.

He shall report to the General Assembly on the status of affairs of the association. He shall develop and maintain the external relations of the organization and shall be the official representative in all ceremonies, affairs, proceedings and transactions.

Section 2. If for any reason the National President is unable to perform his duties, the Executive Vice President shall occupy his position, the Executive Vice President having the same authority and performs his duties in event of a vacancy in the office of President. In the President, the Board of Directors shall elect a member of good standing to fill the unexpired term.

Section 3. The Vice President for Luzon, Visayas and Mindanao are the regional Vice Presidents and shall be the Executive Officers of the association and shall be the respective areas. They shall preside in their respective regions.

The specific duties of the Vice Presidents include:

- n. Supervise and assist the regional Directors in the twelve regions.
 - (1) Supervise and coordinate the regional assemblies;
 - (2) Coordinate, motivate and direct the promotion of the regional organization activities, as well as those of the national Government;
 - (3) Encourage development program
 - (4) Plan for the continued development of the regional organizations within the territorial limits of their regions;
 - (5) Travel and visit all the chapters within their area of jurisdiction;
 - (6) Coordinate with the other Vice Presidents; and
 - (7) Report to the General Assembly, and the Board of Directors relevant matters affecting the region.

Section 4. The Secretary General shall keep the records of the association including the minutes of Board meetings, list of members, Officer's list, attendances, addresses and telephone numbers. He shall keep the member's accounts and settled records and receipts and disbursements.

Section 5. The Assistant Secretary General shall assist the Secretary General in his duties and responsibilities. He shall act as Secretary General in the latter's absence and shall take over the position in the event of the Secretary General's removal or disability.

Section 6. The Treasurer shall collect all fees and dues and other monies from chapters and deposit the same in a bank or banks recommended by the Finance Committee and approved by the Board of Directors. All checks and vouchers must be signed by the Treasurer and countersigned by the President. He shall prepare monthly reports on the financial status of the organization. He shall prepare monthly reports on the financial status of the organization. He shall be bonded for the faithful discharge of his duties, in such sum and sureties as may be required by Board of Directors.

Section 7. The Assistant Treasurer shall act as Deputy to the Treasurer in the collection of membership fees and do such duties as are necessary in the effective performance of his duties.

Section 8. The Auditors shall personally examine and verify the books of accounts of the association and submit quarterly audited financial statements to the Board. He shall make the same reports to the General Assembly with respect to the result of his examination of financial records of the association concerning the disbursement of funds. He shall submit audited financial statement for the year to the Board of Directors furnishing copies of the same to all chapters.

Section 9. All dealings with public information matters is the responsibility of the PRO. He shall undertake production and dissemination of press releases and arrange TV and Radio time.

Section 10. The Assistant PRO shall assist the PRO in the performance of his duties and responsibilities and assume the position in the latter's absence or disability.

Section 11. The Business Manager shall be responsible in the proper implementation of the association's projects. He shall have the following specific duties:

- (1) Keep a systematic, up to date listing of all proposed, on-going and finished projects;
- (2) Directly supervise project implementation;
- (3) Make proper and regular report of the progress and status of projects as well as expenditures;

(4) Make recommendation to the Board of Directors on appropriate action pertaining the projects.

(5) Do such duties as necessary to ensure the effective performance of the above duties.

Section 12. The Assistant Business Manager shall assist the Business Manager in the performance of his duties and assume his position in his absence, removal and disability.

Section 13. The Regional Directors shall be the Executive Officers of the association in the different administrative region of the country. They have the following specific duties and functions:

- (1) Coordinate all affairs and activities within their respective regions;
- (2) Perform all administrative duties involving all chapters, offices and personnel in his jurisdiction;
- (3) Attend all meeting of the Board of Directors;
- (4) Recommend projects and policy decisions on matters affecting the association's regional interest;
- (5) Adopt measures and coordinate with all necessary linkages to ensure the success of the activities and projects; and
- (6) Perform other duties as may be assigned by the Board of Directors.

Section 14. The Legal Counsel shall be the adviser on legal matters pertaining to the association. He shall serve as Parliamentarian in Board meetings and in the General Assembly. He shall ensure that the Board of Directors shall function in accordance with the Constitution and By-laws. He shall attend all meetings of the Board.

Section 15. The Youth Director shall be Chief Coordinator, Liaison and Executive Director among the youth sector. He shall have the following duties:

- (1) Promote and develop the organization welfare among the youth;
- (2) Encourage, initiate and implement plans and programs for the organization and its activities of Youth Chapters all over the country;
- (3) Make recommendations on plans and programs relating to the Youth chapters;
- (4) Attend the meetings of the Organization's Board;

- (5) Make regular reports regarding activities within his area of responsibility;
- (6) Do such other duties as are necessary to ensure the effective implementation of the foregoing duties.

ARTICLE VII

ELECTIONS

- Section 1. The officers of the association shall be elected as follows: A nomination meeting shall be held on the date and place determined by the Board, and announced to each chapter by the Secretary, and at least two (2) weeks prior to the time of holding such meeting.
- Section 2. The National President shall appoint a nominating committee for the purpose of proposing the names of candidates for various offices for presentation on the regular nomination day. Election of regular officers be held immediately thereafter.
- Section 3. An election meeting shall be held in October, date and place to be fixed by the Board of Directors and announced to the chapters by the Secretary General by mail or by messenger at least two (2) weeks prior to the time of such meeting. Said announcements to include also notice of all nominations made at the preceding nomination meeting, with a statement that these were nomination will be voted upon at this election meeting. Votes shall be counted only for candidates placed in nomination at the nomination day meeting.
- Section 4. All chartered officers elected during the organizational meeting shall take office on January 1st, 1967, and shall hold office for three (3) years from that date or until December 31, 1969. All other officers elected during the regular election of Officers shall hold offices for two (2) years.
- Section 5. The election shall be by secret ballot by those present and qualified to vote. A plurality vote shall be necessary to elect.
- Section 6. The Board of Directors will determine the number of voters allocated for every chapter.

ARTICLE VIII

COMMISSION ON ELECTIONS AND NOMINATION COMMITTEE

- Section 1. Commission on Elections; Composition. There shall be a Commission on Elections composed of five (5) members who shall be members of good standing to be appointed by the National President, with the approval of the Board of Directors, with the term of three (3) years.
- Section 2. Qualification and Vacancies. A member of the Commission must be member in good standing.

The appointee to any vacancy in the Commission shall serve the unexpired portion of the tenure of his predecessor.

- Section 3. Powers and Duties. The Commission of Elections shall promulgate rules and regulations governing the conduct of the election campaign to ensure clean and honest elections. The Commission shall exercise general supervision and control over elections of national Officers and Board of Directors, and hear and decide election protests within the period of sixty (60) days after the same is submitted for resolution. The decision of the Commission on all matters within its jurisdiction shall be final and unappealable.

- Section 4. Nomination Committee. There shall be created a Nomination Committee of three (3) members of good standing with officers of the Association who are not members of the Board as members thereof. This committee shall meet on the direction of the President before an Election to assess the eligibility and qualifications of all candidates to the national office. Each nominee shall appear before the committee and present his or her credentials or supporting documents to substantiate her candidacy. Any candidate who is declared ineligible by the nomination committee shall be disqualified for any office during the same year.

ARTICLE IX

QUALIFICATION OF OFFICERS

- Section 1. No person shall be eligible to hold office or be appointed to a committee in this association unless he is an active chapter member in good standing.

ARTICLE X

BOARD OF DIRECTORS

Section 1.

Number of Directors and Qualifications. The affairs and business of the Association shall be administered by a Board of Directors of Nine (9) members, three (3) of whom shall represent Luzon, one (1) the Visayas and five (5) the island of Mindanao. Only one (1) director shall represent a tribe and if two or more co-tribesmen are chosen at the national elections, the candidate garnering the highest number of votes shall be considered elected. No person shall be eligible for the office of Director unless he has the following qualifications:

- (1) He must be a member of good standing of the Association;
- (2) He must know how to read and write;
- (3) He must have sufficient time and willingness to perform his duties;
- (4) He must be a Filipino Citizen

Section 2.

Election and Term of Office. Directors shall be elected by secret ballot or viva voce at the National Convention of the Association.

Section 3.

Regular Meetings. The Board of Directors shall hold four regular meetings each year, the first to be held in the month of January, the second to be held in the month of April, the third to be held in the month of July, and the fourth to be held in the month of October during the National Convention.

Section 4.

Special Meetings. Special meetings of the Board of Directors may be called by the National President when necessary or when requested in writing by at least four members thereof. Notices be sent to the members of the Board five days prior to such meeting.

Section 5.

Quorum. The presence of the majority of all members of the Board shall constitute a Quorum. A majority vote of which shall constitute a valid act of the Board.

Section 6.

Forfeiture of Office. The failure of any member of the Board of Directors to attend three (3) Board meetings shall ipso facto forfeit his seat therein unless such absence is subsequently deemed justified by the Board. Board meetings shall include regular and special.

Section 7.

Powers and Duties of the Board. The duties of the Board of Directors shall be as follows:

- (1) All new business of the Association shall first be considered and shaped by the Board of Directors for presentation to the Association meeting, if in the opinion of the Board it is advisable to do so.

- (2) It shall authorize all expenditures but shall not create any indebtedness beyond the income of the association, nor disburse funds for purposes non-essential to the object of the association.
- (3) A two-thirds (2/3) vote of the Board of Directors shall have the power to overrule or modify the action of any officer of the association.
- (4) It shall finally approve or reject, after due consideration of membership committee's report and recommendations.
- (5) It shall have the books and accounts audited annually, or more often at its discretion.
- (6) It shall determine the date, time and place of the nomination and election meeting and shall instruct the Secretary to issue the call for such meeting.
- (7) It shall hold regular meetings.
- (8) It shall hold special meeting when hold or called by the President of the association or by written request of five (5) members of the association in good standing.
- (9) It shall designate, on recommendation of the Finance Committee the bank or banks as depository of funds of the association.
- (10) It shall approve the surety company in which the Treasurer shall be bonded.
- (11) It shall determine the compensation, if any, of the Secretary and Treasurer.
- (12) It shall receive committee reports and recommendations and shall submit to the association in regular meeting recommendations which is approved affecting the administrative or activities policies of the association.
- (13) It shall determine the time and place of the regular association meetings, and shall have the authority to call any special meetings considered necessary.

Section 8.

Compensation. Each member of the Board of Directors shall render services free and without compensation. However the Board may in a resolution authorizing payment of per diems, allowances, honoraria and reimbursements of expenses for actual and necessary expenses incurred by them for activities related to the Association's operation and projects.

Section 9. Vacancies; Succession. A vacancy in the Board of Directors whether caused by resignation, death, dis-ability or for any other cause shall be filled by appointment of qualified members of the Association, upon recommendation of the National President, with the approval of the Board of Directors. Any Director elected or appointed shall serve the un-expired portion of the term of his predecessor.

ARTICLE XI

THE GENERAL ASSEMBLY

Section 1. Supreme Authority. The General Assembly shall constitute the supreme authority of the Association. It composed the following:

- (1) National Officers
- (2) Board of Directors
- (3) Presidents, or chief delegates of chapters.

Section 2. Powers and Rights. The General Assembly shall pass and promulgate rules and regulations and resolutions governing conduct of the affairs of the Association, such as the right to vote on the following:

- (1) Ejection of Officers;
- (2) Designation of the National Convention sites; and
- (3) Other matters necessary to pursue the objectives of the Association.

Section 3. National Convention. The annual meeting of the Association shall be known as the National Convention. The National Convention shall be held on the second week of October of each year at the principal place of business of the Association or any other place in the Philippines that the General Assembly may designate.

Section 4. The National Convention shall be devoted to the promotion of the objectives of the Association, starting with the singing of the National Anthem, followed by Plenary sessions and spiced by speeches of the Guest Speakers and renditions.

Section 5. Special Convention. Special Conventions may be called thirty (30) days notice by the Board of Directors. On ly one such meeting is allowed each year. The notices will include the particular business to be taken up. No other business shall be transacted except when authorized by two-thirds votes of the delegates at such meeting.

ARTICLE XII

PARLIAMENTARY PRACTICES

Section 1. In the absence of the rules in this constitution or in the by-laws of this Association, the proceedings of the Board of the Director's meetings and the National Convention shall be conducted in accordance with the Robert's Rules of Order.

ARTICLE XIII

RECORDS OF THE ASSOCIATION

Section 1. Preservation of Records. The Association shall at its principal office keep and carefully preserve a record of all business transactions and minutes of all meetings of members and the Board of Directors.

Section 2. Inspection of Records. The records and minutes of the Association shall be open to the inspection of any member or Officer on business days and he may demand a copy of excerpts from said records or minutes at his expense.

ARTICLE XIV

IMPEACHMENT AND SYSTEM

Section 1. Ground for Impeachment. Elective officers and members of the Commission on Elections of this Association may be impeached for any culpable violation of this Constitution and By-laws, for conviction of any crime involving moral turpitude, willfull dereliction of duty, or conduct highly inimical to the interest of the Association.

Section 2. Procedure. Impeachment proceedings shall be heard and decided by a three-fourths vote of the members of the Board of Directors.

The decision of the Board, however, may be appealed to a body composed of all national officers and chapter Presidents duly convened for the purposes, a majority being present.

Two-thirds of the national officers and chapter President present shall be sufficient to affirm, reverse or otherwise modify the decision of the Board of Directors.

ARTICLE XV

USE AND DISPOSITION OF FUNDS

- Section 1. Remittance of Membership Dues. The Association shall remit the collection of all the membership dues to the Bank designated and authorized to receive payments.
- Section 2. Use of Funds. The funds of the Association shall be utilized as follows:
- (1) To pay amortization of any loan and discharge all other obligations of the association;
 - (2) To pay for the operation and maintenance of any equipment and facilities owned by the Association.
 - (3) To pay for such other expenses as may arise in the conduct and operation of its activities.

Section 3. Withdrawal of Funds. Withdrawal of funds of the Association which are deposited in the Banks shall be made only on the signature of the National President and the Treasurer.

ARTICLE XVI

EMBLEMS AND COLORS

Section 1. The emblem of the Association shall be two spears arranged like letter X with the blades pointing up against the shield as a background and map of the Philippines at the center of the metal plate with torch.

ARTICLE XVII

AMENDMENTS

Section 1. This Constitution and By-Laws may be amended in whole or in part by a majority of the Board of Directors and/or at least a majority of the delegates to the National Convention or at a special meetings called for the purpose

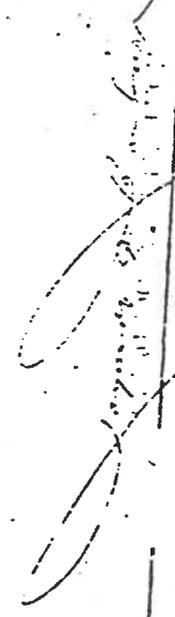
ARTICLE XVIII

ADOPTION CLAUSE

We, the undersigned, national President, Directors and Incorporators of this Association representing the majority thereof hereunder certify that the foregoing Constitution and By-laws are duly adopted during the organizational meeting and By-laws are at the Pops Plus Center, UN Avenue, Manila, Philippines on October 10, 1986.


JOSEPH G. SISON

President - Incorporator -
Director


ROBERTO P. DAWAY

Director - Incorporator


JOHN D. SISON

Director - Incorporator


ROBERTO P. DAWAY

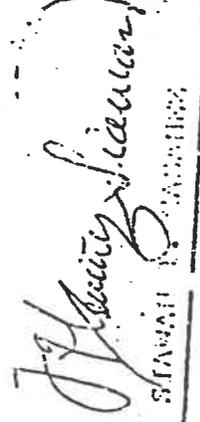
Incorporator


JOHN D. SISON

Director - Incorporator


ROBERTO P. DAWAY

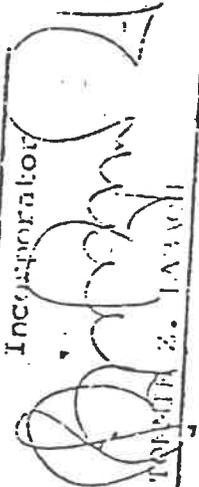
Director - Incorporator

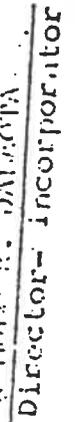

SHARON B. SISON

Incorporator

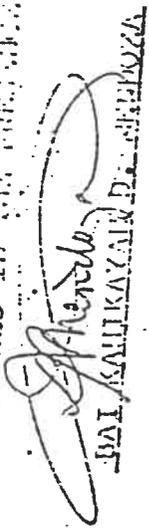

SHARON B. SISON

Incorporator


RAMON E. LAVE


RAMON E. LAVE
Director - Incorporator

SIGNED IN THE PRESENCE OF:


BAI SAKIKAYALA P. SISON


TERINA SISON

AMENDMENTS AS ADOPTED AND APPROVED

ARTICLE III
CHAPTERS AND MEMBERSHIP

Section 4. Regular members shall be those duly accredited members of the municipal, provincial and city chapters who are members of any tribe by consanguinity or affinity.

Section 13. Prohibition of Dual Membership. No individual members shall be at any one time be a member of other national tribal organizations whose aims, objectives and principles conflict with those of TRICAP.

ARTICLE V
NATIONAL OFFICERS

Section 1. (as is)

Section 2. The National President, Executive Vice-President, Vice President for Luzon, Vice President for Visayas, Vice President for Mindanao, Secretary General, Treasurer and Auditor shall be elected at large.

Section 3. All other national officers shall be appointed by the National President subject to confirmation by the Board of Directors.

ARTICLE VI
DUTIES OF THE OFFICERS

Section 1. The National President shall be the Chief Executive of the association. He shall preside at all meetings and shall be the chairman of the board of Directors, etc.

ARTICLE VII
ELECTIONS

Section 3. An election shall be held in July, etc.

ARTICLE VIII
QUALIFICATION OF OFFICERS

Section 1. No person shall be eligible to hold office on or be appointed to any office unless he is a Filipino citizen and an active member in good standing.

ANNEX "A"

THE
CONSTITUTION AND BY-LAWS
OF THE
TRIBAL COMMUNITIES ASSOCIATION
OF THE PHILIPPINES

P R E A M B L E

WE, ALL MEMBERS OF THE ETHNIC CULTURAL COMMUNITIES OF THE PHILIPPINES, IN ORDER TO FOSTER, ACCELERATE AND ACCOMPLISH THE ECONOMIC, CULTURAL, SOCIAL, EDUCATIONAL AND POLITICAL ADVANCEMENT OF OUR PEOPLE, AND TO STRENGTHEN THEIR BOND OF UNIT, HASTEN THEIR INTEGRATION INTO THE MAINSTREAM OF PHILIPPINE SOCIETY, TO INCUPLICATE IN THEM DUTIES AND OBLIGATIONS UNDER THE LAWS OF THE REPUBLIC OF THE PHILIPPINES, DO HEREBY ORDAIN AND PROMULGATE THIS CONSTITUTION AND BY-LAWS.

ARTICLE I

NAME AND DOMICILE

Section 1. The name of the organization shall be TRIBAL COMMUNITIES ASSOCIATION OF THE PHILIPPINES or in short TRICAP.

Section 2. The domicile of the TRICAP shall be in Quezon City or any other place to be determined by the Board of Directors.

ARTICLE II

PURPOSES AND OBJECTIVES

Section 1. The purposes and objectives of the organization are:

- (1) To unite the various tribal communities and its members in the bonds of brotherhood, friendship, good fellowship and mutual understanding;
- (2) To provide forums for the full and free discussion of all matters of public interest with partisan politics and sectarian beliefs excepted;
- (3) To take concrete steps and adopt measures that may facilitate effective implementation of laws and policies of the government affecting the tribes with respect to their social, cultural, economic and political growth, rights and privileges and their assimilation into body politic, to take active interest, participation and involvement in the economic, social, moral and political thrusts of the tribal filipinos, and to promote the theory of good citizenship.

ARTICLE IX
BOARD OF DIRECTORS

Section 1. Number of Directors and Qualifications. The affairs and business of the Association shall be administered by a Board of Directors of Nine (9) members, three (3) of whom shall represent Luzon, one (1) the Visayas and five (5) the island of Mindanao. Only one (1) director shall represent a tribe and if two or more co-tribesmen are chosen at the national elections, the candidate garnering the highest number of votes shall be considered elected.

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Section 3. National Convention. The annual meeting of the association shall be known as the National Convention which shall be held in July of each year at the principal place of business of the association or any other place in the Philippines that the General assembly may designate.

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Section 1. This Constitution and By-Laws may be amended in whole or in part by a majority of the Board of Directors and/or at least a majority of the delegates to the National Convention or at a special meetings called for the purpose.

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ADOPTION CLAUSE

Signature as is

ANNEX "A"

- (4) To accept and receive contributions, donations and or endowments from the Government and the private sector, by deeds, grants, devices, bequests or gifts for scientific and educational purposes;
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Section 4. Regular members shall be those duly accredited members of the municipal, provincial and city chapters who are members of any tribe by consanguinity or affinity.

Section 5. Honorary members are those who have performed outstanding services to the tribal communities upon whom the chapter desires to confer special distinction and elected to membership under Section 6.

Section 6. The National President shall issue a certificate of honorary membership to a person upon approval of the Board of Directors.

Section 7. Membership in good standing. A member in good standing is one who complies with all the duties of a member set forth in Section 10 of this Article.

Section 8. Membership Roll. The association shall keep and maintain, under the custody of the Secretary, a Membership Roll to be registered with the Securities and Exchange Commission (SEC) and copy furnished the all members of Cultural communities, containing list of admitted from time to time, including such information or data as may be required by the Board of Directors.

ANNEX A

Section 9. Rights of Members. A member shall have the following rights:

- (1) To exercise the right to vote on all matters relating to the affairs of the association brought before any meeting of the members;
- (2) To be eligible to any elected or appointed office of the association;
- (3) To participate in all deliberation of the membership meeting and to express his opinion on any matter under discussion;
- (4) To avail of all the facilities and services of the association;
- (5) To examine the records of the association during business hours.

Section 10. Duties of Members. A member shall have the following duties:

- (1) To obey and comply with the By-laws and such rules and regulations as may be promulgated by the Association, the Board of Directors and/or competent authority;
- (2) To attend all meetings, trainings and seminars that may be called by the Board of Directors;
- (3) To pay his membership dues and such other fees which may be levied to him;
- (4) To participate actively in any economic, educational, social and cultural activities the Association will undertake;
- (5) To assist in every way possible in demonstrating to other communities the benefits derived in such cooperative community undertaking.

Section 11. Termination of Membership. Any member may be terminated on the following grounds:

- (1) When he ceases to be a member in good standing, as the term is understood and defined in these By-laws;
- (2) When he defaults in the payment of his dues and fees to the Association;
- (3) When he violates the rules and regulations of the Association and commits acts inimical to the interest of the Association.

Section 12. Withdrawal of Membership. Any member may withdraw or resign from the Association effective at the end of any fiscal year by giving a 60 day notice to the national President or Secretary General.

Section 13. Prohibition of Dual Membership. No individual members shall be at any one time be a member of other national tribal organizations whose aims, objectives and principles conflict with those of TRICAP.

ARTICLE IV
FEES AND DUES

- Section 1. There shall be an annual fee of fifteen pesos (P15.00) for Regular members.
- Section 2. Chartered members shall pay one hundred pesos (P100.00) upon registration for lifetime membership.
- Section 3. Honorary Members are required to pay One Hundred Pesos (100.00) annually.
- Section 4. Every member must pay any other fees or dues which may be agreed by the Association.
- Section 5. Fund Raising. The Association may raise funds for its programs and activities through contributions, donations and/or other forms.
- Section 6. General Funds. All funds and monies derived from contributions, donations and other sources shall form part of the General Funds of the Association.

ARTICLE V
National Officers

Section 1. The officers of this association shall be a National President, Executive Vice-President, Vice-President for Luzon, Visayas and Mindanao, Secretary General, Assistant Secretary General, Treasurer, Assistant Treasurer, Auditors, PRO, Assistant PRO, Business Manager, Assistant Business Manager, National Directors, Legal Counselor and Youth Coordinator.

ARTICLE VI
DUTIES OF THE OFFICERS

Section 1. The National President shall be the Chief Executive of the association. He shall preside at all meetings ~~(and shall be chairman of the Board of Directors)~~ He shall issue the call for regular and special Board meetings. He shall appoint committed chairman and shall act as ex-officio member of each of these committees. He shall call for regular election in accordance to the constitution of the association.

Section 2. ~~The National President, Executive Vice President, Vice President for Luzon, Vice President for Visayas, Treasurer and Auditor shall be elected at large.~~

Section 3. All other National Officers shall be appointed by the National President subject to confirmation by the Board of Directors.

ANNEX A

He shall report to the General Assembly on the status of affairs of the association. He shall develop and maintain the external relations of the organization and shall be the official representative in all ceremonies, affairs, proceedings and transactions.

Section 2. If for any reason the National President is unable to perform his duties, the Executive Vice President shall occupy his position and perform his duties having the same authority as the President. In the event of a vacancy in the office of Executive Vice President, the Board of Directors shall elect a member of good standing to fill the unexpired term.

Section 3. The Vice President for Luzon, Visayas and Mindanao are the regional Vice Presidents and shall be the Executive Officers of the association in their respective areas. They shall preside at all meetings in the different regions.

The specific duties of the Vice Presidents includes:

- a. Supervise and assist the regional Directors in the twelve regions.
- (1) Supervise and coordinate the regional assemblies;
- (2) Coordinate, motivate and direct the promotion of the regional organization activities, as well as those of the national Government;
- (3) Encourage development program
- (4) Plan for the continued development of the regional organizations with the territorial limits of their regions;
- (5) Travel and visit all the chapters within their area of jurisdiction;
- (6) Coordinate with the other Vice Presidents; and
- (7) Report to the General Assembly and the Board of Directors relevant matters affecting the region.

Section 4. The Secretary General shall keep the records of the association including the minutes of board meetings, committee appointments, Officers' list, attendance, list of members showing their classifications, addresses and telephone numbers. He shall keep the member's accounts and detailed records and receipts and disbursements.

- Section 5. The Assistant Secretary General shall assist the Secretary General in his duties and responsibilities. He shall act as Secretary General in the latter's absence and shall take over the position in the event of the Secretary General's removal or disability.
- Section 6. The Treasurer shall collect all fees and dues and other monies from chapters and deposit the same in a Bank or Banks recommended by the Finance Committee and approved by the Board of Directors. All checks and vouchers must be signed by the Treasurer and countersigned by the President. He shall prepare monthly reports of the financial status of the organization. He shall prepare monthly reports on the financial status of the organization. He shall be bonded for the faithful discharge of his duties, in such sum and sureties as may be required by Board of Directors.
- Section 7. The Assistant Treasurer shall act as Deputy to the Treasurer in the collection of membership fees and do such duties as are necessary in the effective performance of his duties.
- Section 8. The Auditors shall personally examine and verify the books of accounts of the association and submit quarterly audited financial statements to the Board. He shall make the same reports to the General Assembly with respect to the result of his examination of financial records of the association concerning the disbursement of funds. He shall submit audited financial statement for the year to the Board of Directors furnishing copies of the same to all chapters.
- Section 9. All dealings with Public Information matters is the responsibility of the PRO. He shall undertake production and dissemination of press releases and arrange TV and Radio time.
- Section 10. The Assistant PRO shall assist the PRO in the performance of his duties and responsibilities and assume the position in the latter's absence or disability.
- Section 11. The Business Manager shall be responsible in the proper implementation of the association's projects. He shall have the following specific duties:
- (1) Keep a systematic, up to date listing of all proposed, on-going and finished projects;
 - (2) Directly supervise project implementation;
 - (3) Make proper and regular report of the progress and status of projects as well as expenditures;

ANNEX A 1

- (4) Make recommendations to the Board of Directors on appropriate action pertaining the projects.
- (5) Do such duties as necessary to ensure the effective performance of the above duties.

Section 12. The Assistant Business Manager shall assist the Business Manager in the performance of his duties and assume his position in his absence, removal and disability.

Section 13. The Regional Directors shall be the Executive Officers of the Association in the different administrative region of the country. They have the following specific duties and functions:

- (1) Coordinate all affairs and activities within their respective regions;
- (2) Perform all administrative duties involving all chapters, offices and personnel in his jurisdiction;
- (3) Attend all meetings of the Board of Directors;
- (4) Recommend projects and policy decisions on matters affecting the Association's regional interest;
- (5) Adopt measures and coordinate with all necessary linkages to ensure the success of the activities and projects; and
- (6) Perform other duties as may be assigned by the Board of Directors.

Section 14. The Legal Counsel shall be the adviser on legal matters pertaining to the association. He shall serve as Parliamentarian in Board meetings and in the General Assembly. He shall ensure that the Board of Directors shall function in accordance with the Constitution and By-laws. He shall attend all meetings of the Board.

Section 15. The Youth Director shall be Chief Coordinator, Liaison and Executive Director among the youth sector. He shall have the following duties:

- (1) Promote and develop the organization welfare among the youth;
- (2) Encourage, initiate and implement plans and programs for the organization and its activities of Youth Chapters all over the country;
- (3) Make recommendations on plans and programs relating to the Youth chapters;
- (4) Attend the meetings of the Organization's Board;

ANNEX "A"

- (5) Make regular reports regarding activities within his area of responsibility;
- (6) Do such other duties as are necessary to ensure the effective implementation of the foregoing duties.

ARTICLE VII
ELECTIONS

Section 1. The officers of the association shall be elected as follows: A nomination meeting shall be held on the date and place determined by the Board, and announced to each chapter by the Secretary by mail at least two (2) weeks prior to the time of holding such meeting.

Section 2. The National President shall appoint a nominating Committee for the purpose of proposing the names of candidates for various offices for presentation on the regular nomination day. Election of regular officers be held immediately thereafter.

Section 3. An election meeting shall be held in October, date and place to be fixed by the Board of Directors and announced to the chapters by the Secretary General by mail or by messenger at least two (2) weeks prior to the time of such meeting. Said Announcements to include also notice of all nominations made at the preceding nomination meeting, with a statement that these were nomination will be voted upon at this election meeting. Votes shall be counted only for candidates placed in nomination at the Nomination day meeting.

Section 4. All chartered officers elected during the Organizational meeting shall take office on January 1st, 1967, and shall hold office for three (3) years from that date or until December 31, 1969. All other officers elected during the regular election of Officers shall hold offices for two (2) years.

Section 5. The election shall be by secret ballot by those present and qualified to vote. A plurality vote shall be necessary to elect.

Section 6. The Board of Directors will determine the number of voters allocated for every chapter.

ANNEX A'

ARTICLE VIII

COMMISSION ON ELECTIONS AND NOMINATION COMMITTEE

Section 1. Commission on Elections; Composition. There shall be a Commission on Elections composed of five (5) members who shall be members of good standing to be appointed by the National President, with the approval of the Board of Directors, for a term of three (3) years.

Section 2. Qualification and Vacancies. A member of the Commission must be member in good standing.

The appointee to any vacancy in the Commission shall serve the unexpired portion of the tenure of his predecessor.

Section 3. Powers and Duties. The Commission of Elections shall promulgate rules and regulations governing the conduct of the election campaign to ensure clean and honest elections. The Commission shall exercise general supervision and control over elections of national Officers and Board of Directors, and hear and decide election protests within the period of sixty (60) days after the same is submitted for resolution. The decision of the Commission on all matters within its jurisdiction shall be final and unappealable.

Section 4. Nomination Committee. There shall be created a Nomination Committee of three (3) members of good standing with officers of the Association who are not members of the Board as members thereof. This committee shall meet on the direction of the President before an Election to assess the eligibility and qualifications of all candidates to the national office. Each nominee shall appear before the committee and present his or her credentials or supporting documents to substantiate her candidacy. Any candidate who is declared ineligible by the nomination committee shall be disqualified for any office during the same year.

ARTICLE IX

QUALIFICATION OF OFFICERS

Section 1. No person shall be eligible to hold office or be appointed to a committee in this association unless he is an active chapter member in good standing.

ANNEX "X"

ARTICLE X

BOARD OF DIRECTORS

Section 1.

Number of Directors and Qualifications. The affairs and business of the Association shall be administered by a Board of Directors of Nine (9) members, three (3) of whom shall represent Luzon, one (1) the Visayas and five (5) the Island of Mindanao. Only one (1) director shall represent a tribe and if two or more co-tribesmen are chosen at the national elections, the candidate garnering the highest number of votes shall be considered elected. No person shall be eligible for the office of Director unless he has the following qualifications:

- (1) He must be a member of good standing of the Association;
- (2) He must know how to read and write;
- (3) He must have sufficient time and willingness to perform his duties;
- (4) He must be a Filipino Citizen

Section 2.

Election and Term of Office. Directors shall be elected by secret ballot or viva voce at the National Convention of the Association.

Section 3.

Regular Meetings. The Board of Directors shall hold four regular meetings each year, the first to be held in the month of January, the second to be held in the month of April, the third to be held in the month of July, and the fourth to be held in the month of October during the National Convention.

Section 4.

Special Meetings. Special meetings of the Board of Directors may be called by the National President when necessary or when requested in writing by at least four members thereof. Notices be sent to the members of the Board five days prior to such meeting.

Section 5.

Quorum. The presence of the majority of all members of the Board shall constitute a Quorum. A majority vote of which shall constitute a valid act of the Board.

Section 6.

Forfeiture of Office. The failure of any member of the Board of Directors to attend three (3) Board meetings shall ipso facto forfeit his seat therein unless such absence is subsequently deemed justified by the Board. Board meetings shall include regular and special.

Section 7.

Powers and Duties of the Board. The duties of the Board of Directors shall be as follows:

- (1) All new business of the association shall first be considered and shaped by the Board of Directors for presentation to the Board meeting, if in the opinion of the Board it is advisable to do so.

- (2) It shall authorize all expenditures but shall not create any indebtedness beyond the income of the association, nor disburse funds for purposes non-essential to the object of the association.
- (3) A two-thirds (2/3) vote of the Board of Directors shall have the power to overrule or modify the action of any officer of the association.
- (4) It shall finally approve or reject, after due consideration of membership committee's report and recommendations.
- (5) It shall have the books and accounts audited annually, or more often at its discretion.
- (6) It shall determine the date, time and place of the nomination and election meeting and shall instruct the Secretary to issue the call for such meeting.
- (7) It shall hold regular meetings.
- (8) It shall hold special meeting when held or called by the President of the association or by written request of five (5) members of the association in good standing.
- (9) It shall designate, on recommendation of the Finance Committee the bank or banks as depository of funds of the association.
- (10) It shall approve the surety company in which the Treasurer shall be bonded.
- (11) It shall determine the compensation, if any, of the Secretary and Treasurer.
- (12) It shall receive committee reports and recommendations and shall submit to the association in regular meeting recommendations which in approved affecting the administrative or activities policies of the association.
- (13) It shall determine the time and place of the regular association meetings, and shall have the authority to call any special meetings considered necessary.

Section 8. Compensation. Each member of the Board of Directors shall render services free and without compensation. However the Board may in a resolution authorizing payment of per diems, allowances, honoraria and reimbursements of expenses for actual and necessary expenses incurred by them for activities related to the Association's operation and projects.

Section 9. Vacancies; Succession. A vacancy in the Board of Directors whether caused by resignation, death, disability or for any other cause shall be filled by appointment of qualified members of the Association, upon recommendation of the National President and with the approval of the Board of Directors. Any Director elected or appointed shall serve the unexpired portion of the term of his predecessor.

ARTICLE XI

THE GENERAL ASSEMBLY

Section 1. Supreme Authority. The General Assembly shall constitute the supreme authority of the Association. It composed the following:

- (1) National Officers
- (2) Board of Directors
- (3) Presidents, or chief delegates of chapters.

Section 2. Powers and Rights. The General Assembly shall pass and promulgate rules and regulations and resolutions governing conduct of the affairs of the Association, such as the right to vote on the following:

- (1) Ejection of Officers;
- (2) Designation of the National Convention sites; and
- (3) Other matters necessary to pursue the objectives of the Association.

Section 3. National Convention. The annual meeting of the Association shall be known as the National Convention. The National Convention shall be held on the second week of October of each year at the principal place of business of the Association or any other place in the Philippines that the General Assembly may designate.

Section 4. The National Convention shall be devoted to the motion of the objectives of the Association, starting with the singing of the National Anthem, followed by Plenary sessions and spiced by speeches of the Guest Speakers and renditions.

Section 5. Special Convention. Special Conventions may be called thirty (3) days notice by the Board of Directors. On ly one such meeting is allowed each year. The notices will include the particular business to be taken up. No other business shall be transacted except when authorized by two-thirds votes of the delegates at such meeting.

ANNEX A

ARTICLE XII
PARLIAMENTARY PRACTICES.

Section 1. In the absence of the rules in this constitution or in the By-laws of this Association, the proceedings of the Board of the Director's meetings and the National Convention shall be conducted in accordance with the Robert's Rules of Order.

ARTICLE XIII
RECORDS OF THE ASSOCIATION

Section 1. Preservation of Records. The Association shall at its principal office keep and carefully preserve a record of all business transactions and minutes of all meetings of members and the Board of Directors.

Section 2. Inspection of Records. The records and minutes of the Association shall be open to the inspection of any member or Officer on business days and he may demand a copy of excerpts from said records or minutes at his expense.

ARTICLE XIV

IMPEACHMENT AND SYSTEM

Section 1. Ground for Impeachment. Elective officers and members of the Commission on Elections of this Association may be impeached for any culpable violation of this Constitution and By-laws, for conviction of any crime involving moral turpitude, willfull dereliction of duty, or conduct highly inimical to the interest of the Association.

Section 2. Procedure. Impeachment proceedings shall be heard and decided by a three-fourths vote of the members of the Board of Directors.

The decision of the Board, however, may be appealed to a body composed of all national officers and chapter Presidents duly convened for the purposes, a majority being present.

Two-thirds of the national officers and Chapter President present shall be sufficient to affirm, reverse or otherwise modify the decision of the Board of Directors.

ARTICLE XV

USE AND DISPOSITION OF FUNDS

Section 1. Remittance of Membership Dues. The Association shall remit the collection of all the membership dues to the Bank designated and authorized to receive payments.

Section 2. Use of Funds. The funds of the Association shall be utilized as follows:

- (1) To pay amortization of any loan and discharge all other obligations of the association;
- (2) To pay for the operation and maintenance of any equipment and facilities owned by the Association.
- (3) To pay for such other expenses as may arise in the conduct and operation of its activities.

Section 3. Withdrawal of Funds. Withdrawal of funds of the Association which are deposited in the Banks shall be made only on the signature of the National President and the Treasurer.

ARTICLE XVI

EMBLEMS AND COLORS

Section 1. The emblem of the Association shall be two spears arranged like letter X with the blades pointing up against the shield as a background and map of the Philippines at the center of the metal plate with torch.

ARTICLE XVII

AMENDMENTS

Section 1. This Constitution and By-Laws may be amended in whole or in part by a majority of the Board of Directors and/or at least a majority of the delegates to the National Convention or at a special meetings called for the purpose

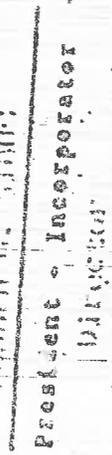
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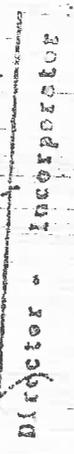
ARTICLE XVIII

ADOPTION CLAUSE

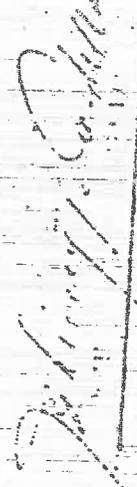
We, the undersigned, national President, Directors and Incorporators of this Association representing the majority thereof hereunder certify that the foregoing Constitution and By-Laws are duly adopted during the organizational meeting of the members held at the Pope Pius Center, UN Avenue, Manila, Philippines on October 10, 1986.

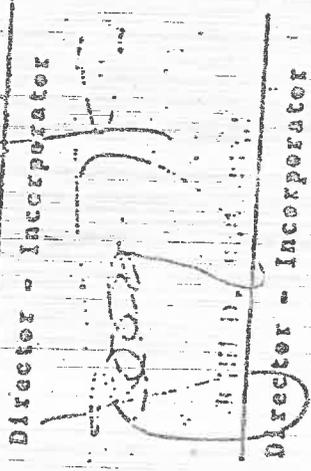

President - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator

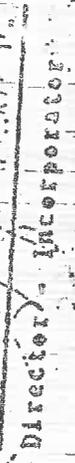

Director - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator


Director - Incorporator

SIGNED IN THE PRESENCE OF:


Witness


Witness