

Articles of Association

Statement of purpose:

1: New England Professional Group is an organization committed to the education of healthcare professionals about chemical dependency and addiction treatment, providing a path to a lifetime of recovery for healthcare professionals. The loosely formed group has been holding annual educational conferences since 1978. New England Professional Group became a formal organization with the formation of a board of directors on **April 13, 2013**.

New England Professional Group is a fellowship of recovering healthcare professionals who share their experience, strength and hope with each other that they may solve their common problem and help other health care professionals to recover from addiction. The only requirement for membership is being a health care professional who has a desire to be sober. New England Professional group is self-supporting through its member's contributions. It is not allied with any sect, denomination or politics, organization or institution; does not wish to engage in any controversy, neither endorses nor opposes any causes.

2. The annual educational conference of the New England Professional Group provides many opportunities to meet and share with other healthcare professionals in recovery.

3. Organization:

The New England Professional Group members select a board of directors at the business meeting that occurs during the annual conference. The service term of the board members is two years. The board members determine their respective positions on the board amongst themselves. There is no compensation, monetary or otherwise, for members of the board.

The function of the board is to oversee the operation of New England Professional Group, including selection of the annual meeting coordinator(s), assistance with selection of invited speakers, development of the meeting curriculum and locations, and coordination of the scholarship distributions. It is responsible for the fiscal soundness of the organization to be able to meet its mission goal of providing support for healthcare professionals in recovery through its annual conference.

The board members for 2013-2014 are as follows:

Chairman: Wayne Gavryck, 705 Lampblack Rd, Greenfield, MA 01301

Vice Chair: Elliott Smolenski, 126 High Street, Greenfield, MA 01301

Secretary: Peter Vieira, 105 Lennys Way, West Springfield, MA 01089

Treasurer: Mark Ames, P.O. Box 74, Marlboro, VT 06394

Member at Large: Robert Wespiser, 70 Orchard Street, Lee, MA 01238

4. Income and Expenses

New England Professional Group income is derived solely from conference registration fees and individual contributions. Participant registration fees are calculated based on conference center expenses related to the annual meeting, expenses related to invited speakers, as well as the costs for mailings and communications related to the meeting. Conference registration fees are waived for invited speakers and the designated course coordinator(s).

Speakers for the annual meeting may be compensated for travel and lodging expenses at the discretion of the board. Additional speaker fees may be approved by the board to secure high demand speakers, typically in total of no more than \$2000.00 per engagement.

New England Professional Group owns no real estate or investment assets.

5. Prudent Reserve

A prudent reserve fund is maintained to cover the non-refundable costs for securing the conference center for the upcoming meeting and to provide funding for administrative support for development and distribution of mailings and other communications promoting the organization's purpose. The reserve fund amount is determined based on the anticipated expenses related to the upcoming meeting.

6. Scholarship fund

Scholarships to fund the individual attendance of the annual meeting are available to cover the cost of the meeting. The distribution scholarship funds are at the discretion of the board of directors, based on individual's financial status and time in recovery. In cases of significant need, additional support for lodging may be considered, subject to the availability of funds. Individual scholarship donations by members of the New England Professional Group may be directed towards specific meeting participants at the request of the individual donor.

7. Funding of the scholarships is through two sources:

a. any excess proceeds from the meeting registration fees, minus the costs associated with the meeting including conference center fees, travel and lodging fees for visiting lecturers, Continuing Medical Education administrative fees, after meeting the prudent reserve.

b. individual contributions by attendees and members of the New England Professional Group for the specific purpose of the scholarship fund.

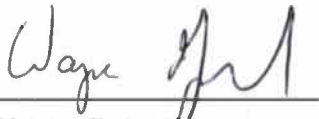
8. Dissolution of New England Professional Group.

Upon the dissolution of New England Professional Group any remaining funds, after meeting all debts related to prior annual meetings, will be distributed to local, (tax-exempt

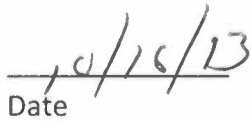
under section 501 (c) (3) of the internal revenue code), addiction recovery programs to support individuals in need of financial support to receive recovery services.

9. Conflicts of Interest

New England Professional Group follows its conflict of interest policy. Any invited speakers will provide a disclosure of any conflicts of interest and follow the NEPG conflict of interest policy.



Wayne Gavryck
Chairman



Date



Peter Vieira
Secretary



Date

Schedule H details:

Section I

1a. Scholarships are provided to individuals in early addiction recovery to cover the expenses of attending the annual NEPG educational meeting

b. Scholarship amounts are determined by the board of directors based on financial need, time in recovery (e.g. still in active treatment), employment status. A letter from the recipient is requested when possible to explain their current financial status.

c. There are no loans distributed

d. The NEPG program is publicized primarily by direct mailings to a privately maintained mailing list of prior participants and individuals who have previously expressed interest. Secondary publicity is by word of mouth and by recommendations of directors of professional recovery programs across the nation.

e. Copies of the most recent program agendas/brochures are attached

f. Application for the program is included in the brochures.

3. Specific criteria for scholarship recipients is at the board discretion upon receipt of a request. Every health care practitioner applicant who applies and is in recovery but cannot afford the conference will be considered for an award of scholarship funds to cover the cost of the conference attendance. In cases of significant need, additional support for lodging may be considered, subject to the availability of funds. Specific funds donated by an individual may be directed towards a specific recipient at the request of the donor.

4a. Recipient specific criteria: recovering healthcare professional in financial need.

b. The number of grants is not specifically limited annually providing funds are available.

c. The amount of the scholarship grant is determined by the cost per participant of the meeting.

d. The grant is a one-time grant annually.

5. Attendance is kept at the conference for all attendees. There is no grading of participation in the educational activities.

6. The selection committee is the board of directors as described in the NEPG Articles of association.

7. Members of the selection committee are not eligible to be scholarship recipients.