

Friends of the San Luis Valley Refuges  
P.O. Box 857  
Monte Vista, CO 81144



slvrefuges.org



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## Friends of the San Luis Valley National Wildlife Refuges Compensation Policy

The Friends are an all-volunteer organization and does not compensate any member, volunteer, or board member.

Adopted on: Month Dec Day 4 Year 2020

Signed President of the Board:

[Signature] Debra Callahan

Signed Secretary of the Board:

[Signature] Lisa Clemente