



BYLAWS of STONEWALL SPORTS RALEIGH, INC.

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BYLAWS of STONEWALL SPORTS RALEIGH, INC.

ARTICLE I—NAME

Stonewall Sports Raleigh, Inc. (referred throughout these Bylaws as the "Corporation" or "Stonewall Sports Raleigh") is a nonprofit corporation, without capital stock or shares, formed on January 26, 2016, under the provisions of Chapter 55A of the North Carolina Nonprofit Corporation Act (referred to throughout these Bylaws as the "Act.")

ARTICLE II—LOCATION AND OFFICES

Section 1. Principal Office

The principal office of the Corporation shall be located in and around the metropolitan area of Raleigh, North Carolina, as the Board of Directors may from time to time designate.

Section 2. Registered Office

The registered office of the Corporation required by N.C. Gen. Stat. §55A-5-01 to be maintained in the State of North Carolina shall be located at P.O. Box 28978 Raleigh, NC 27611 or as the Board of Directors may from time to time designate.

ARTICLE III—THE CORPORATE SEAL

The corporate seal of the Corporation shall carry the name "Stonewall Sports Raleigh, Inc." The Secretary of the Corporation shall maintain custody of the Seal.

The seal or the trademark "Stonewall Sports Raleigh" may be used by causing it or a facsimile thereof to be impressed, affixed, or otherwise reproduced as required by law or as directed by the Board of Directors.

ARTICLE IV—PURPOSES

Section 1. Charitable and Educational

The Corporation is chartered as a nonprofit corporation for charitable and educational purposes, which include supporting and promoting acceptance of the lesbian, gay, bisexual, transgender,

queer, intersex, asexual, and others (“LGBTQIA+”) community by organizing outreach programs and providing a safe environment for members of the LGBTQIA+ community. The Corporation’s programs shall include amateur sports competitions and other events held in an atmosphere conducive for the participants in those competitions to fundraise and donate contributions to other 501(c)(3) charitable organizations. As such, the Corporation is described in section 501(c)(3) of the Internal Revenue Code (referred to throughout these Bylaws as the “Code”) and qualifies for tax-exempt status under the Code and North Carolina law.

Section 2. Funds and Assets

No part of the funds or assets of the Corporation shall inure to the personal benefit of or be distributed to its individual members, directors, officers or other private persons, except that the Corporation is authorized and empowered to pay reasonable compensation for services rendered and to make payments and reimbursements to further its charitable and educational purposes. Upon dissolution of the Corporation, all remaining assets shall be transferred to organizations described in Section 501(c)(3) of the Code and recognized as tax-exempt by the Internal Revenue Service.

Section 3. Nondiscrimination

The Corporation shall not discriminate in its membership or in any of its activities against any person because of race, religion, color, national origin, sex, creed, sexual orientation, HIV/AIDS status, age, marital status, disability, gender identity, or expression or any other characteristic protected under state or federal law.

Section 4. Nonpartisan Activities

The Corporation shall be nonpartisan and shall not engage in political activities.

Section 5. Sports Leagues

The Corporation shall provide opportunities for 21+ year old members of the LGBTQIA+ community to participate in amateur sports leagues. The Board of Directors shall from time to time determine which sports the Corporation will offer to the participants. Each sport and its participants shall be classified into a separate sports league. Each sports league shall be led by one Sports Director as described in Article VI, Section 2.

ARTICLE V—PARTICIPATION

Section 1. Participants

Individuals who participate in the programs of Stonewall Sports Raleigh shall be classified into categories, as the Board of Directors shall from time to time determine. These participants are not members of the organization and have no rights or responsibilities. These participants are permitted to participate in the programs of Stonewall Sports Raleigh at the discretion of the Board of Directors.

Section 2. Classes of Participants

a. Informational Participants

- i. Informational Participants may be a part of the Stonewall Sports Raleigh Facebook group, registered on the Stonewall Sports registration website, or volunteers. Informational Participants may receive information updates about Stonewall Sports Raleigh events and activities. Informational Participants do not pay any fees and are not Registered Participants of any team.

b. Registered Participants

- i. Registered Participants are individuals who are registered as team captains, team players, small group players, or free agents of Stonewall Sports Raleigh for any active Sports League during the current season.
- ii. Registered Participants pay a fee for participation in each Sports League as determined by the Board of Directors on a seasonal basis.
- iii. A Registered Participant must be at least twenty-one (21) years of age before the first day of each season.
- iv. Participants experiencing a financial hardship may request a waiver for a reduction or waiver of registration fees. The financial hardship program will be administered by the DEI Committee.
 - i. Waivers can be requested for 50% or 100% reduction in fees
 - ii. One waiver can be granted for one sport per season; two waivers per year max
 - iii. Requests for waivers will be reviewed and responded to within seventy-two (72) hours.
 - iv. The current sitting board will vote on waiver requests beyond the listed maximum.
- v. Participants are expected to abide by the Stonewall Raleigh Code of Conduct when participating in any Stonewall Raleigh sponsored event, sport, or when wearing an Stonewall Sports Raleigh shirt - current or past season
- vi. Participants can be either in good standing or bad standing with the league
 - i. Good Standing
 1. is defined as having 0 official disciplinary infractions logged against them within a 1 year calendar period.
 2. Does not have any outstanding dues.
 - ii. Bad Standing
 1. Is defined as having 1 or more disciplinary infractions within a calendar year period.

2. Or has outstanding dues more than 60 days old
3. A player can return to good standing after 1-year of no formal complaints and completing the probationary period assigned by the board for any disciplinary action.
4. Players in bad standing are prohibited from running for leadership positions.

ARTICLE VI—BOARD OF DIRECTORS

Section 1. Composition of the Board of Directors

Control and direction of the Corporation shall be vested in the Board of Directors, which shall be composed of nine (9) Directors selected in accordance with these Bylaws. The Board of Directors shall serve as the governing body for the Corporation and shall manage its affairs.

The Board of Directors of the Corporation shall be comprised of one (1) At-Large Director and eight (8) Directors who each hold one (1) of the following positions:

- Commissioner;
- Athletic Director;
- Treasurer;
- Communications Director;
- Secretary
- Diversity, Equity, and Inclusion Director (DEI Director);
- Strategic Partnerships & Sponsorships Director (SPS Director);
- National Board Chapter Representative (NBCR);
- Social Events & Outreach Committee Director (SEOC Director)

Section 2. Sports Directors

In addition to the Board of Directors, the Corporation shall include directors for each individual sport maintained by the Corporation that the Board of Directors might from time to time deem necessary to effectuate the purposes of the Corporation as defined by Article IV herein.

The Sports Directors shall serve at the direction of the Board of Directors and shall assist the Board of Directors in governing the league.

Section 3. Role of the Board of Directors

The Role of the Directors of the Corporation shall include, but shall not be limited to, the following:

- Determine the Corporation's vision, mission, core values and strategic plan;
- Ensure predictable, recurring financial resources, sufficient to execute the Corporation's

mission

- Ensure legal and ethical integrity and maintain accountability;
- Ensure effective organization planning;
- Recruit and orient new Board members and assess Board performance;
- Recruit and orient Sports Directors and assess Sports Directors' performances;
- Enhance the organization's public standing;
- Determine, monitor, and strengthen the organization's programs and services;
- Support the Commissioner and assess their performance;
- Identify and select succeeding Commissioner, Directors; and
- Exercise such other powers, authorities and responsibilities as may be determined by the Board of Directors.
- Attend at least 75% of regularly scheduled Board meetings (9 out of 12 meetings planned per year). If this threshold is not met, probationary or removal proceedings will be enacted at the Commissioner's discretion.
- Attend at least 4 Stonewall SEOC events per year

Section 4. Selection of Board Members and Sports Directors

The Executive Board and Sports Directors for the Corporation shall be selected as follows:

a. Election of Board Members

- i. The Board of Directors shall elect the succeeding Commissioner from among the current Board of Directors.
 1. Nominee must be in good standing with the Board
- ii. The Athletic Director, Treasurer, Communications Director, Secretary, DEI Director, Strategic Partnerships & Sponsorship Director, National Board Chapter Representative and SEOC Director, shall each be selected by the Team Captains and Sports Directors in the following manner:
 1. Not less than sixty (60) days before the expiration of each Director's term, the Board of Directors shall make a public announcement by way of social media, email, website, and GroupMe. seeking applications for the vacancy.
 2. Applications for the position shall be accepted from any Registered Participant in good standing with the Corporation and reviewed by the board of directors.
 3. Leadership applications are reviewed at the end of each application period.
 - a. In the event that there are more than three (3) applications for an election, the board of directors will interview all candidates and select at least 2 qualified applicants for a ballot vote.
 - i. Ballot voting is done by the Team Captains of any league. Only current, in-season active captains or the most recent captains of the respective sports are eligible to vote, as well as, current executive board officers and sports directors.

- b. In the event that there two (2) applications received for an election, the two (2) candidates will be presented to the active sport season captains and most recent captains of the respective sport to vote
- c. In the event that there is only one (1) application received for an election, the call for applications will be extended for 1 week.
 - i. In the event that only 1 person applies, the board will interview and appoint a director .

b. Election of Sports Directors

- i. The Board of Directors shall select Sports Directors in the following manner:
 - 1. Not less than sixty (60) days before the expiration of each Director's term, the Board of Directors shall make a public announcement by way of social media, email, website, and GroupMe. seeking applications for the vacancy.
 - 2. Applications for the position shall be accepted from any Registered Participant in good standing with the Corporation and reviewed by the board of directors.
 - 3. Leadership applications are reviewed at the end of each application period.
 - a. In the event that there are more than three (3) applications for an election, the board of directors will interview all candidates and select at least 2 qualified applicants for a ballot vote.
 - i. Ballot voting is done by the Team Captains of any league. Only current, in-season active captains or the most recent captains of the respective sports are eligible to vote, as well as, current executive board officers and sports directors.
 - b. In the event that there two (2) applications received for an election, the two (2) candidates will be presented to the active sport season captains and most recent captains of the respective sport to vote
 - c. In the event that there is only one (1) application received for an election, the call for applications will be extended for 1 week.
 - i. In the event that only 1 person applies, the board will interview and appoint a director .

Section 5. Term Limits of Directors and Sports Directors

a. Executive Board

- i. The initial Board of Directors shall serve terms of office, which are staggered as determined by the Incorporator at time of ratification of the Bylaws, to ensure continuity of leadership.
- ii. Each Director shall be selected to serve a two (2) year term. Terms shall begin July 1 and conclude June 30 two years later. Any Director may continue to serve in their same position for so long as a majority of the Board of Directors agrees or two (2) two-year terms. At such time, that Director shall be subject to reelection by Section 4.

b. Sports Directors

- i. Shall serve for a term of three (3) seasons. At such time, the Sports Directors shall be subject to reappointment by Section 4.

Section 6. Meetings

- a. A majority of the Directors shall constitute a quorum. Except as otherwise required by law or specifically provided within these Bylaws, the vote of a majority of the Directors present and entitled to vote at any meeting at which a quorum is present shall be necessary for the transaction of business at the meeting.
- b. Any one (1) or more Directors may participate in a meeting of the Board by means of a telephone conference or similar communications equipment allowing all persons participating in the meeting to hear each other at the same time. Participation by such means shall constitute presence-in-person at a meeting.
- c. Any action required or permitted to be taken by the Board may be taken without a meeting if all Directors consent in writing (physical or electronic) to the adoption of a resolution authorizing the action. The resolution and the written consents thereto by the Directors shall be filed with the minutes of the proceedings of the Board.
- d. Notice of meetings must be given not less than seven (7) days in advance. Notice may be given by email or mail and shall state the date, time and purpose of the meeting, and shall state whether the meeting is an annual meeting, a regular meeting or a special meeting.
 - a. Emergency meetings may be called by the Commissioner on a case by case basis.
- e. The annual meeting of the Corporation, which is required by law, shall be held in the first quarter of each fiscal year, which is from January 1 until March 31.
- f. Regular Meetings of the Board shall be held on the second Tuesday of each month and may be held at a time and place designated by the Commissioner. Such dates may be changed by the Commissioner with reasonable notice to Board members.
- g. Special meetings of the Board may be called at any time by the Commissioner or by the majority of the Directors; notice of meeting shall follow Section 6 d.
- h. A Director's attendance at or participation in any meeting shall constitute waiver of notice of such meeting, unless the Director objects to the sufficiency of notice promptly upon arrival at the meeting, and does not thereafter vote or assent to action taken at the meeting.
 - a. Minutes shall be taken to record the actions at each Board meeting. No later than the date of the next meeting, a draft of the previous meeting's minutes shall be circulated to all Directors, reviewed and approved by the Board.

Section 7. Procedure

- a. "Roberts' Rules of Order Newly Revised" shall be the procedural rules for all meetings. Such rule may be waived by the Commissioner.

Section 8. General Board Authority

- a. The Board may issue such other rules and regulations as may be desirable to supplement these Bylaws. However, any amendments to these Bylaws may only be made in accordance with Article XI.

Section 9. Board Compensation

- a. Board members shall receive no compensation for their service on the Board and shall serve as volunteers. Board members may be reimbursed for ordinary and necessary expenses incurred in connection with their Board service.
- b. All current board members are provided free registration to active sports to assist with the league management, participation, and support.

Section 10. Committee Compensation

- a. Committee members shall receive no compensation for their service and serve as volunteers. Committee members may be reimbursed for ordinary and necessary expenses incurred with their service and approved by the Committee's Director, Treasurer, and Commissioner.
- b. Committee members are granted free registration for events and sports at the discretion of the Committee's Director

Section 11. Immediate Past Commissioner

- a. The immediate past Commissioner shall serve as an advisor to the Board of Directors for a period of one (1) year.
 - i. The immediate past Commissioner shall be entitled to attend all meetings of the Board of Directors or its Committees in a non-voting capacity for one (1) year.

Section 12. Duties

- a. **Commissioner**
 - i. The Commissioner shall represent the Corporation in an official capacity where appropriate.
 - ii. The Commissioner shall serve as the official legal representative of the Corporation, and shall execute all contracts, permits, and other documents with legal significance. The Commissioner shall be the only Director with the authority to transact business on behalf of the Corporation.
 - iii. The Commissioner shall be responsible for carrying out the policies and directives of the Board.
 - iv. The Commissioner shall preside at meetings of the Board of Directors and shall perform such duties as usually pertain to the chief executive officer of a

corporation, together with such additional duties as the Board of Directors may assign.

- v. The Commissioner shall only cast tie-breaking votes unless otherwise specified herein.

b. Athletic Director

- i. The Athletic Director shall be responsible for maintaining the overall contact list of Registered Participants and Informational Participants.
- ii. The Athletic Director coordinates the registration process of each Sports League.
- iii. The Athletic Director shall meet with the Sports Directors at their discretion and shall report to the Board of Directors matters relevant to Board Activities during regularly called meetings of the Board.
- iv. The Athletic Director shall oversee the day-to-day operations of all sports and recreational activities offered by the Corporation.
- v. Athletic Director shall be the final authority on publishing rulebooks for each sport and shall serve as the arbiter of any disputes relating to the implementation of the rules.

c. Treasurer

- i. The Treasurer shall be responsible for managing the Corporation's bank accounts, receipts and disbursements, and for keeping complete and accurate records thereof.
- ii. The Treasurer shall be responsible for preparing or supervising the preparing and filing of the IRS Form 990 information return each year and providing copies thereof to each Director.
- iii. The Treasurer shall be responsible for filing and paying the Corporation's annual license renewal fee and similar registrations required by government agencies.
- iv. The Treasurer will make disbursements to charitable organizations upon direction of the Board.
- iv. The Treasurer shall be responsible for preparing an annual financial statement of the Corporation and shall issue other financial reports to Board members as requested by the Board.
- v. The Treasurer shall arrange for an annual independent review or audit of the Corporation's financial books and records, and shall ensure that the report of such review or audit is timely presented to the Board.
- vi. The Treasurer shall maintain the Public Inspection File required by the Internal Revenue Service, and shall be responsible for responding for requests from third parties for access thereto.
- vii. The Treasurer is recommended to have relevant financial or accounting experience to hold this position.

d. Communications Director

- i. The Communications Director shall be responsible for overseeing the updating and monitoring of the website and maintaining the corporation's social media presence.
- ii. The Communications Director shall be responsible for maintaining the overall contact list of Registered Participants and Informational Participants.
- iii. The Communications Director shall seek media opportunities to promote the Corporation, its members and its special events and act as spokesperson for the Corporation, as necessary.

- iv. The Communications Director shall be available as a resource to assist each Sports League and the Social Events and Outreach and Diversity, Equity, and Inclusion Committees.
- v. The Communications Director shall be responsible for updating and monitoring the website, for maintaining social media properties and for assuring the current registration of the Corporation's domain name(s).
- vi. The Communication Director shall be responsible for the creation and management of a Marketing Communications subcommittee

e. Strategic Partnerships & Sponsorships Director (SPS Director);

- i. The Sponsorship Director shall perform such tasks necessary to effectuate the provisions of Article IV, including but not limited to supporting the Commissioner, Athletic Director, Treasurer, Secretary, Communications Director, and DEI Director.
- ii. The Sponsorship Director shall be the primary officer tasked with obtaining and maintaining sponsorship relations;
- iii. The Sponsorship Director shall be tasked with ensuring contractual obligations are met and that dues are paid.
- iv. The Sponsorship Director shall maintain regular and continuous engagement with the sponsors of the league They shall track donation pledges and submissions as well as monitor the league's support and promotion of each sponsor
- v. The Sponsorship Director shall be responsible for leading all sponsorship efforts for each sport working with the other Directors of the Corporation. They shall be the main point of contact for the solicitation, confirmation and ongoing communication between the league and its sponsors.
- vi. The Sponsorship Director will be responsible for acquiring sponsorships to fulfill the financial requirements as designated by the Stonewall Sports Raleigh Commissioner.

f. National Board Chapter Representative (NBCR)

- i. The National Board Chapter Representative shall perform such tasks necessary to effectuate the provisions of Article IV, including but not limited to supporting the Commissioner, Sports Director, Treasurer, Secretary, and Communications
- ii. The National Board Chapter Representative shall serve as the Corporation's representative to the Stonewall Sports, Inc National Board of Directors.
- iii. The National Board Chapter Representative will be the primary point of contact between Stonewall Sports Raleigh and Stonewall Sports National.
- iv. The National Board Chapter Representative will attend monthly National BOD meetings, serve on committees, interview teams and act as a member of the Governance Committee for Stonewall Sports National.

g. Secretary

- i. The Secretary shall be the recording and certifying officer of the Corporation.
- ii. The Secretary shall have custody of the Corporation seal and the other official records specified in Article X of these Bylaws.
- iii. The Secretary shall provide notice of Board meetings and shall keep the official minutes of such meetings.
- iv. The Secretary shall review all submissions from [Whistleblower Form](#), perform necessary investigations, and provide reports of findings.
- v. The Secretary shall submit requests for new Stonewall Sports Raleigh accounts

and ensure proper NDA documentation is completed for each Board Member, and subcommittee member.

- vi. The Secretary shall assist in ensuring that Board Members, Sports Directors, and Subcommittee members have the appropriate access to documentation and shared drive access.
- vii. The Secretary shall keep records of all current board members and sports directors.

h. DEI Director (Diversity, Equity and Inclusion)

- i. The Diversity, Equity and Inclusion (DEI) Director is tasked with leading efforts to ensure that Stonewall Sports, Inc. upholds the values of DEI within its community, leadership and programs to build a welcoming, safe and inclusive environment.
- ii. The DEI Director shall be the lead representative on DEI topics to the Board and to the Stonewall Sports community at large.
- iii. The DEI Director shall develop a purpose statement that demonstrates a commitment to represent and advance DEI.
- iv. The DEI Director shall identify opportunities to improve DEI that may fulfill its mission to provide inclusive, low-cost, high-fun sport leagues for the LGBTQIA+ community
- v. The DEI Director shall foster an inclusive atmosphere by proactively working to remove barriers of access in SSI for those from underrepresented backgrounds.
- vi. The DEI Director shall strategize and establish plans for registration, recruitment efforts, and leadership opportunities that will promote outreach to underrepresented communities.
- vii. The DEI Director shall develop a plan to provide best practices for collecting consistent and comprehensive data to provide a better overview of all players and members within the Corporation.
- viii. The DEI Director will oversee the process of reviewing Hardship Waivers.
- ix. The DEI Director shall design and develop a collection of educational and program resources supporting underrepresented communities
- x. The DEI Director shall serve as the Board's Representative to the National Stonewall DEI Committee.

i. SEOC Director (Social Events & Outreach Committee)

- i. The SEOC Director shall be responsible for the SEOC and at minimum its six (6) members.
- ii. The SEOC Director and committee shall regulate committee membership based on the needs of Stonewall Sports Raleigh.
- iii. The SEOC Director will be the liaison between the committee and the Executive Board.
- iv. The SEOC Director will oversee all SEOC meetings & event planning for the league.
- v. The SEOC Director, along with the SEOC, will oversee the planning & execution of the Stonewall Raleigh Yearly Gala.
- vi. The SEOC Director will make sure that events/service projects that are created will be diverse & inclusive for all to participate.
- vii. The SEOC Director shall be responsible for organizing & planning events to encourage social interaction, facilitate charitable fundraising, & service events/projects for the Corporation & members.

- viii. The SEOC Director shall manage the Corporation's communication with other philanthropic organizations and the Stonewall Communication Director.
- ix. The SEOC Director shall be responsible for organizing events to support the Sports League, including but not limited to tournaments and social mixers.
- x. The SEOC Director shall be available as a resource to assist each Sports Director and Sports League in the organization and implementation of events and functions.
- xi. The SEOC Director is responsible for maintaining an active roster of members and may remove SEOC subcommittee members who have not executed an event to completion (nor played an instrumental role in an event) after 3 months.
- xii. The SEOC Director shall be responsible for submitting event funding requests in excess of \$200 to the board of directors for review and approval.

j. Sports Directors

- i. Each Sports Director shall complete and submit the t-shirt order no later than 2 days after registration has ended.
- ii. During the registration period, each Sports Director shall communicate and share reminders about the End of Early Registration, the beginning of Late Registration, and the end of Registration.
- iii. No later than 1 week after registration closes, each Sports Director shall submit equipment needs to the Athletic Director.
- iv. Each Sports Director shall submit the Season Schedule and Tournament Plan to the Athletic Director for approval no later than two weeks prior to the start of the season.
- v. Each Sports Director shall submit any rule changes to the Athletic Director for approval, 2 weeks prior to the start of that sport's registration.
- vi. Each Sports Director shall release the Season Schedule and Tournament plan to the captains at least 1 week prior to the start of the season.
- vii. Each Sports Director shall oversee the day-to-day operations of the Sports League they were elected.
 - a. Communicating in the Captains' GroupMe with updates and to answer any questions, in a timely manner.
 - b. Communicating and sharing information with the Stonewall Raleigh Communications Director, with a minimum of 2 weeks notice, for special events and changes.
- viii. Each Sports Director shall be the final authority on the rules of that League Sport, after approval of the Athletic Director. The Sports Director shall be responsible for updating the rules for that Sports League and serving as the arbiter of any disputes relating to the implementation of the rules.
 - a. Documentation for disciplinary action should be presented to the Athletic Director to present to the Stonewall Raleigh Executive Board for approval of suspension of players.
 - b. Players who receive disciplinary action shall be notified within 48 hours.
- ix. Each Sports Director shall be responsible for identifying, recruiting, selecting and training referees and umpires for that Sports League each season.
- x. Each Sports Director shall make sure their game space is set up prior to game time, ie.
 - a. Softball Directors shall make sure the fields are lined for play.
 - b. Kickball Directors shall have the fields lined and the bases placed prior to game play.

- c. Dodgeball Directors shall have the cones, floor taped, and partition in place prior to game time.
 - d. Tennis Directors shall have all of the equipment onsite prior the start of the first match.
 - e. Volleyball Directors shall have the nets set up prior to the first match; flags, scoreboard, and balls are in good condition for games
 - f. Bowling Directors shall provide score cards and ensure lanes are ready
 - g. Billiard Directors shall provide score cards and ensure tables are ready for play
 - h. Run Club shall organize the running plan and ensure the routes are safe.
 - i. Bocce Director shall ensure the playing area is set up and equipment is ready for use.
- xi. The Sports Director shall determine field safety for each game and shall establish a protocol for proceeding in inclement weather.
 - xii. Each Sports Director also shall secure and maintain the necessary equipment for that Sports League each season.
 - xiii. Each Sports Director shall publish scores and team rankings, within 48 hours after each game day, and shall be responsible for the overall competition schedule of each Sports League.
 - xiv. Each Sports Director shall submit the medal orders to the Athletic Director at least two and half weeks prior to the start of the tournament.
 - xv. Each Sports Director is expected to attend all game days of their sport, with a maximum absence of 2 games.
 - a. Missing more than 2 games will result in a call for resignation of the Sport Officer.
 - xvi. Each Sports Director can appoint a designee to work with the Sports Director and will be the substitute in the Sports Director's absence.
 - a. Designees must be approved by the current Athletic Director.
 - xvii. Each Sports Director shall meet as needed with the Athletic Director who shall report to the Board of Directors matters relevant to Board Activities during regularly called meetings of the Board.
 - xviii. Each Sports Director may be invited to participate in meetings of the Board of Directors at the request of the Commissioner in a non-voting capacity.
 - xix. At the end of the season, each Sports Director shall be responsible for properly storing all Stonewall Raleigh equipment in the Stonewall Raleigh storage unit and provide the Athletic Director a list of the inventory.

Section 13. In-Season Vacancies

Sport Director vacancies occurring during an active season shall be filled by an interim appointment by the sitting Executive Board. Such appointment shall be for the remainder of the vacant term, followed by an election pursuant to Section 4.

ARTICLE VII—COMMITTEES OF THE CORPORATION

Section 1. Committees

The Commissioner may appoint ad hoc committees from time to time as the Commissioner determines are necessary, subject to the approval of the Board. The resolution authorizing any such committee shall set forth its duties, its term and its members, all of whom must be Registered Participants of the Corporation pursuant to Article V, Section 2. Each committee shall have at least one Director as a member, including Commissioner ex officio.

Such committees shall not be a committee of the Board and shall not exercise any of the powers of the Board.

Section 2. Committee Meetings

Meetings of committees shall be held upon reasonable notice at such time and place as shall be fixed by the Commissioner or the chair of the committee or by vote of a majority of all the members of the committee.

Section 3. Quorum and Manner of Acting

A majority of all the members of a committee shall constitute a quorum for the transaction of business and the vote of a majority of the members of the committee present shall be the act of the committee.

Section 4. Social Events and Outreach Committee

The Social Events and Outreach Committee, referred throughout these Bylaws as SEOC, will be composed of active Stonewall Members whose terms will last 12 months from the point of appointment to the committee. A member may serve another term at the discretion of the Board. If a member is not able to complete their term, the SEOC Committee shall appoint a new committee member to fill out the remainder of the term at their discretion.

The SEOC shall be chaired by the SEOC Director who will act as a liaison between the SEOC and the Board. The Chair will report the SEOC plans and functions at each meeting of the Board.

The SEOC member selection process shall consist of an open call for active Stonewall players and recommendations, with the approval of the SEOC Director.

The SEOC will be responsible for planning and executing league-wide monthly and quarterly events, as well as community outreach opportunities approved by the Board through the

Chair. Events and Outreach opportunities are to be planned a season in advance to allow for Board Approval and proper planning.

The SEOC will meet face to face as a group once a quarter to plan and coordinate their activities and committee updates. Further virtual breakout meet-ups can be planned as executed as needed.

The SEOC's responsibility shall include, but are not limited to:

- Be responsible for organizing events to encourage social interaction among members and facilitate charitable fundraising.
- Be responsible for organizing events to support the Sports Leagues, including but not limited to tournaments and social mixers.
- Be available as a resource to assist each Sport League in the organization and implementation of its events.
- Collaborate with the Communications committee to create social media and communication content for events, fundraising, and volunteer opportunities.
- Responsible for planning and/or coordinating service events and projects for the corporation.
- Manage the corporation's relationship with other philanthropic organizations.
- The SEOC is responsible for the above duties, but may form subcommittees to delegate responsibilities under the guidance of the Executive Board liaison with a SEOC member chairing the subcommittee.

Section 5. Diversity, Equity, and Inclusion Committee

The DEI Committee shall collaborate with the SEOC as needed in order to ensure that Social Events and Outreach opportunities are meeting DEI expectations set forth by the Board and the National DEI Committee.

The DEI Committee at the time of the adoption of these bylaws is open to all Stonewall Members nationwide. Thus, players from the Raleigh Chapter may participate in the National DEI Committee until such time that it moves to a Chapter Representative format, upon which the Board Appointed Representative shall remain until the end of their term.

The DEI Director shall, as needed, form a committee of current and former Raleigh Chapter players and key community stakeholders in order to create proposals to present to the board on local DEI policy. This Committee may work in tandem with the SEOC to facilitate educational activities and materials in an Outreach capacity.

The DEI Committee's responsibilities include, but are not limited to:

- Developing and implementing DEI strategies and initiatives that align with the organization's mission, vision, and values.
- Conducting regular assessments of the organization's DEI practices and identifying areas for improvement.
- Developing and delivering educational programs to promote understanding

and awareness of DEI among players.

- Reviewing policies and practices to ensure that they are inclusive and free from bias or discrimination.
- Providing guidance and support to players who may have experienced discrimination or bias, and ensuring that they have access to the necessary resources.

Section 6. Marketing Communications Committee

The Marketing Communications Committee (MCC) is charged with the mission of improving communication efforts from Stonewall Sports Raleigh, inc. to current and prospective Stonewall Raleigh Participants. The Committee will evaluate the effectiveness of the League's communication efforts and will make recommendations for improvements. The Committee will develop and propose a comprehensive communication strategy that leverages various channels to keep participants informed, engaged, and empowered to shape their community.

The Committee is committed to ensuring that participants, sports directors, and board members are informed about league events, news, and other happenings through various channels. The Committee will engage with the sports directors, members, and community to provide opportunities for announcing important league information, such as registration, game dates, events, etc. The Committee will work to build relationships with local media outlets and other relevant organizations to promote Stonewall Sports Raleigh events and news.

The Committee will create and execute official communications on behalf of the Stonewall Sports Raleigh league. The Committee may seek to provide recommendations to the Board of Directors to enhance and supplement such communication.

The Marketing Communications Committee's responsibility shall include, but are not limited to:

- Evaluate the effectiveness of the league's communication efforts and make recommendations for improvements.
- Develop and propose a league communications strategy that outlines how the league should communicate with its stakeholders, including the use of social media, website, email, newsletters, etc.
- Create a social media content calendar; maintain social channels including monitoring of and responding to comments and messages; measure content performance regularly, making optimizations as necessary
- Maintain stonewallraleigh.org, ensuring site content is fresh and up-to-date; ensure URL/domain is secure and working properly; train executive board and sports directors on website management as necessary via LeagueApps.
- Promote league events and news through various channels to keep participants and interested parties informed.
- Develop relationships with local media outlets to help promote league events and news.
- Work with other league committees and sports directors to gather important league-wide information for publication
- The committee's members shall act collectively as a body unless authorization is given to a member to act as representative and with specific instruction of that body to do so. The Committee may designate a member(s) to develop specific promotional or

communications material(s) and work with the appropriate league staff to create and/or edit the material(s) and publish).

- The Committee shall report to the Board of Directors via the Communications Director in Board of Director meetings regarding updates and progress in carrying out these tasks.

ARTICLE VIII—REMOVAL FROM PARTICIPATION OR OFFICE

Section 1. Reasons for Removal

Any Player, Director, Board Member or Commissioner may be removed from participation or office only with cause. “Cause” for the purposes of this Section shall include, but shall not be limited to:

- A violation of the [League’s Code of Conduct](#);
- A refusal or failure to carry out one or more of the directives of the Board after attention has been called to such failure by resolution of the Board or written notice by the Commissioner;
- A failure to perform the duties or discharge the responsibilities of a Director; or acting in a manner to discredit the Corporation. Sports Directors or Committee Members may be removed from office with or without cause.

Section 2. Procedure for Removal of a Director

In the event allegations are made against a Director, which if true, would constitute cause for removal of a Director under Section 1, a two-thirds vote of the entire Board (including the Commissioner), sitting in executive session at a regular or special meeting, shall be required for removal. Removal proceedings shall be expedited.

The process for removal will be as follows:

- a. The Commissioner shall appoint an investigative committee composed of three (3) members of the Board and the General Counsel, to gather and review the evidence.
- b. The committee shall make a written report and recommendation to the Board no greater than thirty (30) days from its appointment.
- c. The investigative report shall be furnished to the member charged who shall have not longer than fourteen (14) days time to respond to the report in writing.
- d. The Board shall then consider all credible evidence contained in the investigative committee report as well as the written response of the member charged.
- e. In order to vote for removal, a Board member must be convinced by a preponderance of the evidence presented that the allegations are true.
- f. A two-thirds vote of the Board, sitting in session at a regular or special meeting, shall be required for removal. Removal proceedings shall be expedited.
- g. The regular or special meeting must be held within four (4) weeks time of the receipt of the written report from the investigative committee.

Section 3. Procedure for Removal of the Commissioner

In the event allegations are made against the Commissioner, which if true, would constitute cause for removal of the Commissioner under Section 1, the Board shall proceed as follows:

- a. The Secretary shall appoint an investigative committee of three (3) members of the board and the General Counsel, to gather and review the evidence. The committee shall make a written report and recommendation to the Board no greater than 45 days from its appointment.
- b. The investigative report shall be furnished to the Commissioner who shall have not longer than fourteen (14) days time to respond to the report in writing.
- c. The Board shall then consider all credible evidence contained in the investigative committee report as well as the written response of the Commissioner.
- d. In order to vote for removal, a Board member must be convinced by a preponderance of the evidence presented that the allegations are true.
- e. A two-thirds vote of the Board, sitting in session at a regular or special meeting, shall be required for removal. Removal proceedings shall be expedited.
- f. The regular or special meeting must be held within four (4) weeks time of the receipt of the written report from the investigative committee.

Section 4. Procedure for Removal of Registered Participant

The Board of Directors may terminate the membership of any member for cause, including but not limited to material violation of the Bylaws or nonpayment of dues, or public displays of unsportsmanlike conduct. Such Board of Directors termination shall be after a two-thirds vote consistent with the voting procedures in the Bylaws. The Board shall proceed as follows:

- a. The Commissioner shall appoint a non-biased investigative committee of three (3) members of the board, the Sport Director of impacted sport and the General Counsel, to gather and review the evidence. The committee shall make a written report and recommendation to the Board no greater than thirty (30) days from its appointment.
- b. The investigative report shall be furnished to the Commissioner who shall have not longer than fourteen (14) days time to respond to the report in writing.
- c. The Board shall then consider all credible evidence contained in the investigative committee report, as well as, the response of the Commissioner.
- d. In order to vote for removal, a Board member must be convinced by a preponderance of the evidence presented that the allegations are true.
- e. A two-thirds vote of the Board, sitting in session at a regular or special meeting, shall be required for removal. Removal proceedings shall be expedited.
- f. The regular or special meeting must be held within four (4) weeks time of the receipt of the written report from the investigative committee.
- g. Players that are suspended forfeit membership dues for the sport impacted, unless

deemed otherwise by the Board.

- h. Suspended Players will be considered as in Bad Standing and are unable to apply for leadership or volunteer positions.

ARTICLE IX – INDEMNIFICATION AND INSURANCE

Section 1. Authorized Indemnification

Unless prohibited by law, the Corporation shall indemnify any Director or officer, any former Director or officer, any person who served at its request as a director, officer, partner, trustee, employee or agent of another corporation, partnership, joint venture, trust, employee benefit plan or other entity, and may, by resolution of the Board, indemnify any employee to the fullest extent allowed under the Act as may be amended.

Section 2. Reimbursement and Advancement of Expenses

Amounts paid in indemnification of expenses and liabilities may include, but shall not be limited to, counsel fees and other fees, costs and disbursements; and judgments, fines, and penalties against and amounts paid in settlement by, such Director, officer, or employee.

The Corporation may advance expenses to, or where appropriate may itself, at its expense, undertake the defense of any Director, officer, or employee; provided, however, that such Director, Officer or employee shall provide a written affirmation stating that the individual (a) acted in good faith; (b) reasonably believed that their official conduct was in the best interest of the Corporation or in all other cases, that the conduct was at least not opposed to the best interests of the Corporation; (c) in matters involving criminal proceeding, has no reasonable cause to believe their conduct was unlawful. The termination of a proceeding by judgment, order, settlement or conviction, or upon a plea of nolo contendere or its equivalent, shall not, of itself, be determinative that the person did not meet the relevant standard of conduct. Such individual shall also provide a written undertaking, in the form of an unlimited general obligation, to repay such amount if the individual is ultimately found not to be entitled to indemnification, or where indemnification is granted, to the extent the expenses so advanced or reimbursed exceed the amount to which the individual is entitled.

Section 3. Insurance

The Board may authorize the purchase of insurance on behalf of any Director, officer, employee, or other agent against any liability asserted against or incurred by them which arises out of such person's status as a Director, officer, employee, or other agent against any liability asserted against or incurred by them which arises out of such person's status as a Director, officer, employee, or agent or out of acts taken in such capacity, whether or not the Corporation would have the power to indemnify the person against that liability under law, and such insurance may cover Corporation itself with respect to the foregoing.

Section 4. Non-Exclusive Rights

The indemnification provided by this Article shall not be deemed exclusive of any other rights to which such Director, officer, or employee may be entitled under any statute, agreement vote of the Board, or otherwise and shall not restrict the power of Corporation to make any indemnification permitted by law.

Section 5. Severability

If any part of this Article shall be found in any action, suit, or proceeding to be invalid or ineffective, the validity and the effectiveness of the remaining parts shall not be affected.

ARTICLE X – GENERAL

Section 1. Books and Records of the Corporation

The Treasurer shall be responsible for maintaining correct and complete books and records of the Corporation's financial accounts;

The Secretary & Treasurer shall be responsible for maintaining the following:

- Minutes of the proceedings of the meetings of the Board of Directors;
- A current list of the Directors of the Corporation and their residence addresses;
- A record containing the names and address of all participants and the class or classes of membership; type of participant;
- A copy of these Bylaws;
- A copy of the Corporation's application for recognition of exemption with the Internal Revenue Services and the North Carolina Department of Revenue; and
- Copies of the past three (3) years' information returns and Form 990-T's to the Internal Revenue Service.

Section 2. Fiscal Year

The fiscal year of the Corporation shall commence January 1 in each calendar year and end on December 31.

Section 3. Management of Corporate Funds

No funds received by donation, bequest or any other means shall be diverted from the use specified by the donor, testator or testatrix, unless said use is contrary to or in conflict with the purposes of the Corporation. No funds shall be used for any purpose other than to effect the purposes of the Corporation.

Section 4. Exempt Activities

Notwithstanding any other provision in these Bylaws, no director, officer, employee or representative of the Corporation shall take any action or carry on any activity by or on behalf of the Corporation not permitted to be taken or carried on by an organization exempt from federal income taxation under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) of the Internal Revenue Code and its Regulations as they now exist, or as they may be amended, or by an organization contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code and Regulations as they now exist or may be amended.

ARTICLE XI – AMENDMENTS

Proposed amendments to the Bylaws shall be submitted in writing to the Board of Directors no less than fourteen (14) days before the meeting at which the proposed amendments will be voted. A two-thirds (2/3) vote of all of the Directors (including the Commissioner) shall be required to amend the Bylaws.

Ratified by <insert vote count> vote of the Current Board of Directors this <Day>th day of <Month> 2024.

- Present and Voting:
- Dennis Learned, Commissioner*
- Eric Jones, Athletic Director*
- Johnny Deem, Treasurer*
- Melissa McClure, Secretary*
- Ryan Billings. Communications Director*
- Alex Casado, DEI Director*
- Connor Sturgis. SEOC Director*
- Courtney Smith, At-Large National Director*
- Spencer Sifinski, Sponsorship Director*