



PROPOSAL

DeMolay Worldwide Alumni and Friends Association

By-Laws

October 26, 2024

1. Name and Purpose

Section 1: Name

1. The name of this organization shall be the "DeMolay Worldwide Alumni and Friends Association," hereinafter referred to as "DWA."

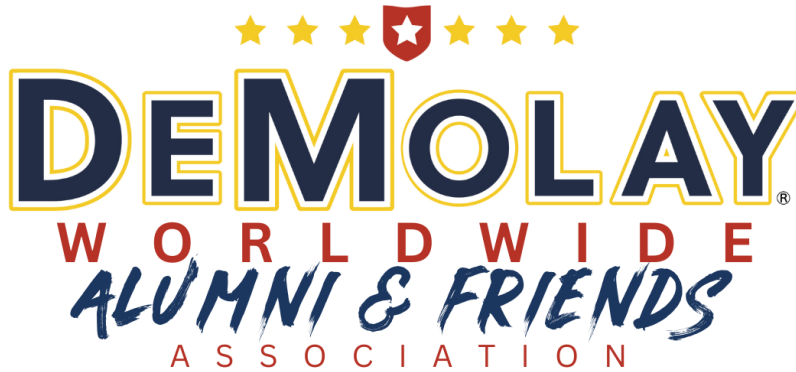
Section 2: Purpose

1. The purpose of this association is to cultivate and maintain a global network of DeMolay alumni and supporters, fostering fraternity, camaraderie, and mutual support.
2. It aims to uphold and propagate the values instilled through the DeMolay experience, inspire active engagement, continuous learning, and generous contributions from its members, and support DWA's global initiatives.

2. Membership

Section 1: Eligibility

Below is a set of eligibility rules for membership, including a certification statement that applicants must agree to when applying for membership in the DeMolay Worldwide Alumni and Friends Association.



A. Age Requirement

1. All applicants must be at least 21 years of age at the time of application to be eligible for membership in the DeMolay Worldwide Alumni and Friends Association (DWA).

B. Previous Membership in DeMolay

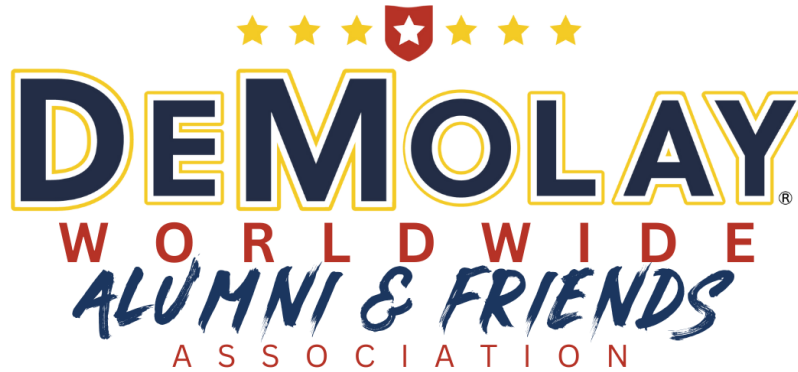
1. Applicants must be or have been previously affiliated with DeMolay in one of the following capacities:
 - a. Senior DeMolays
 - b. Current and former advisors
 - c. Individuals who served in DeMolay leadership at local, regional, or national levels
 - d. Parents, guardians, or legal representatives of former or current DeMolays
 - e. Recognized "sweethearts" or honorary members who have been officially acknowledged by their local DeMolay chapters
 - f. Friends and supporters who have demonstrated a strong commitment to the principles and mission of DeMolay.

C. Background Check and Screening

1. All applicants may be subject to a background check and screening process.
2. This includes but is not limited to:
 - a. Verification of previous membership in or association with DeMolay
 - b. Criminal background check (applicants with a felony conviction will be ineligible for membership)
 - c. Screening for any history of removal or banning from DeMolay or other similar organizations.

D. Code of Conduct Agreement

1. Applicants must agree to adhere to the DWA Code of Conduct, which includes maintaining a respectful and supportive environment, upholding the values and principles of DeMolay, and avoiding any behavior that could bring discredit to the organization.



E. Membership Categories DWA offers various membership categories based on the applicant's relationship with DeMolay. The categories may include:

1. Alumni Member: Senior DeMolays
2. Advisor Member: Current and former advisors
3. Family Member: Parents, guardians, or family members of current or former DeMolays
4. Friend of DeMolay: Individuals who have shown significant support or interest in DeMolay's mission and activities.

F. Removal from Membership

1. DWA reserves the right to remove any member who fails to adhere to the organization's rules, including violating the Code of Conduct or providing false information during the application process.
2. Removal decisions will be made confidentially and will not be publicized.

3. Rights and Privileges

For the DeMolay Worldwide Alumni and Friends Association, here are the rights and privileges for its members:

A. Rights

1. **Voting Rights:** Members shall have the right to vote on important matters, including the election of officers, amendments to the by-laws, and other significant decisions affecting the association.
2. **Participation in Decision-Making:** Members have the right to actively participate in discussions and decision-making processes during meetings, providing input on the association's direction and initiatives.
3. **Access to Information:** Members shall be entitled to access relevant information about the association's activities, financial status, and decisions, promoting transparency.
4. **Equal Treatment:** All members shall be treated fairly and equally, irrespective of their duration of membership or other factors, fostering a sense of inclusivity.



5. **Right to Run for Office:** Members meeting eligibility criteria shall have the right to run for and hold office in the association, contributing to its leadership and direction.

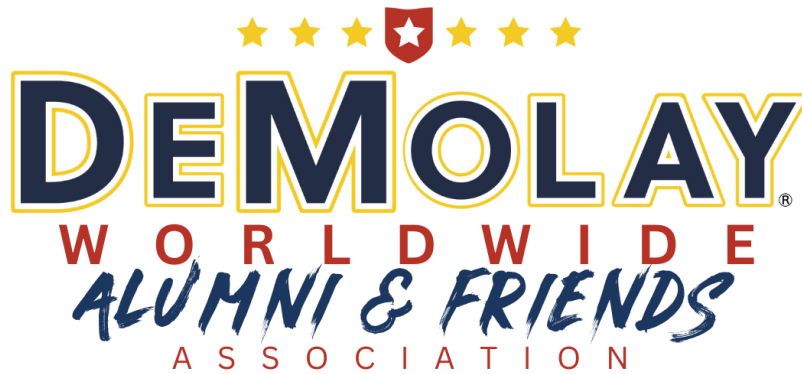
B. Privileges

1. **Event Participation:** Members can participate in association events, conferences, and activities, fostering networking and camaraderie among alumni.
2. **Networking Opportunities:** Access to a network of DeMolay alumni and supporters, providing opportunities for personal and professional networking.
3. **Exclusive Communications:** Receive exclusive communications, newsletters, and updates about the association's activities, achievements, and upcoming events.
4. **Discounts and Benefits:** Enjoy exclusive discounts or benefits on association events, merchandise, or services, creating additional incentives for active participation.
5. **Recognition and Awards:** Members may be eligible for recognition and awards based on their contributions, achievements, or service to the association.
6. **Leadership Opportunities:** Members may have the opportunity to take on leadership roles within committees, working groups, or other relevant positions, contributing to the association's success.
7. **Access to Resources:** Receive access to resources, information, or materials that can aid in personal and professional development.
8. **Involvement in Initiatives:** Members can actively participate in and contribute to the association's initiatives, supporting the growth and impact of the Order of DeMolay.

4. Governance Structure

Section 1: Authority

1. The International Supreme Council Order of DeMolay, located in Kansas City, Missouri, USA, has authority over DWA.
2. The ISC Alumni Committee has oversight of the overall governance of DWA.



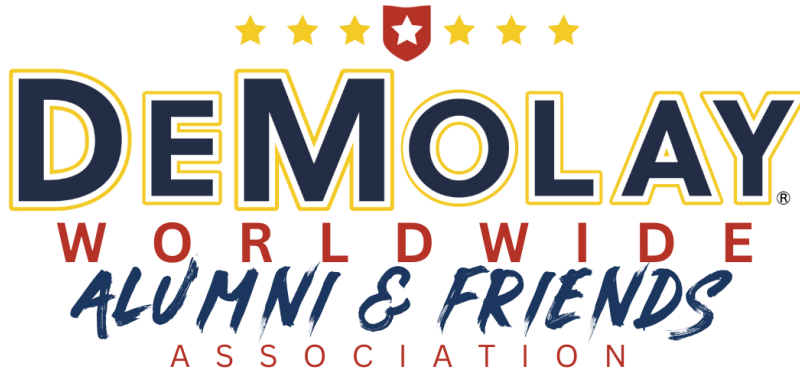
Section 2: Officers

A. President

1. Leadership: Provide overall leadership to the association, ensuring that it operates in line with its mission, values, and goals.
2. Board Oversight: Preside over their meetings, guiding discussions, and decisions.
3. Strategic Planning: Contribute to the development and execution of the association's strategic plans and initiatives.
4. Representation: Represent the association at external events, fostering relationships with other organizations, and acting as a spokesperson when necessary.
5. Member Engagement: Foster a sense of community and engagement among members, encouraging active participation in association activities.
6. Conflict Resolution: Address and resolve conflicts within the association, ensuring a harmonious and positive environment.
7. Must be a Senior DeMolay.

B. Vice President

1. Support to the President: Assist the President in their duties and responsibilities, stepping in when needed.
2. Committee Oversight: Oversee committees or working groups, ensuring that they align with the association's goals and objectives.
3. Event Coordination: Assist in the planning and coordination of association events, activities, and initiatives.
4. Membership Development: Work on strategies to enhance membership growth and engagement.
5. Succession Planning: Collaborate with the President and other officers on succession planning and leadership development within the association.



C. Secretary/Treasurer Should this be two officers?

1. Record-Keeping: Maintain accurate records of meetings, decisions, and official correspondence.
2. Communication: Facilitate communication within the association, including sending notices, newsletters, and announcements.
3. Financial Management: Oversee the financial aspects of the association, including budgeting, financial reporting, and transparency.
4. Collection: Manage the collection of membership dues and contributions, if applicable.
5. Banking and Transactions: Handle banking transactions, ensuring responsible financial practices and compliance.
6. Reporting: Provide regular financial reports to the Board of Directors and members, detailing income, expenses, and financial health.
7. Documentation: Maintain documentation related to the association's financial transactions, ensuring accountability and transparency.

5. Meetings

Section 1: Regular Meetings

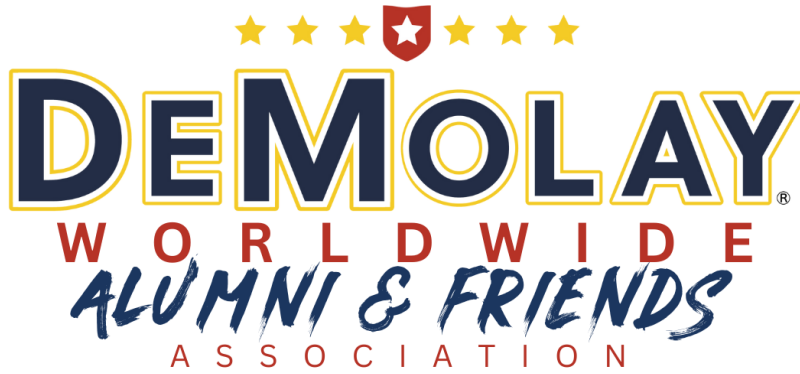
1. At least two meetings per year, with the frequency and format of regular meetings to be determined.

Section 2: Special Meetings

1. **TBD** Procedures for calling and conducting special meetings, when necessary.

6. Finances

Section 1: Dues and Contributions



1. The application fee is USD 50.00, and annual dues of USD 50.00 are payable through the DeMolay International website.
2. Lifetime members of the DeMolay Alumni Association pay no application fees (previously known as lifetime membership fees). Annual dues of USD \$50.00 are payable through the DeMolay International website beginning January 1st of each year to continue receiving newsletters, participating in activities, and enjoying the full range of benefits the association offers.

Section 2: Financial Management

1. Establish guidelines for the management, budgeting, and auditing of the association's finances.
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7. Amendments

Section 1: Amendment Process

1. **TBD** Define a clear process for amending the by-laws, including proposal, review, and voting procedures.
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8. Dissolution

Section 1: Dissolution Process

1. **TBD** Specify procedures for the dissolution of the association, including the distribution of assets, if any, to DeMolay International.
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9. Governance - Financial Operations

Section 1: Compliance with Applicable Laws

The association shall operate in compliance with all relevant federal, state, and local laws governing nonprofit organizations.

Section 2: Articles of Incorporation and By-Laws

The association may in the future develop Articles of Incorporation and By-Laws, specifying its purpose, structure, and operational guidelines.

Section 3: Legal Review

Periodically review and, if necessary, update the association's legal documents with the assistance of legal counsel to ensure continued compliance.

Section 4: Conflict of Interest Policy

TBD Adopt and enforce a conflict-of-interest policy to manage and disclose conflicts among officers, directors, and key personnel.

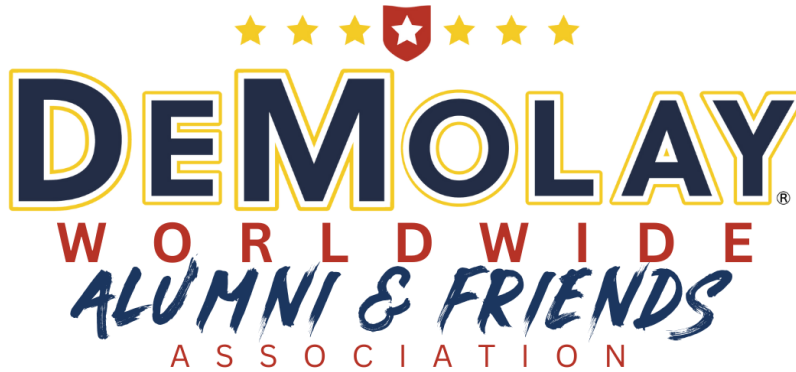
10. Financial Operations

Section 1: Financial Oversight

The Treasurer shall oversee the financial operations of the association, ensuring sound fiscal management practices.

Section 2: Budgeting

Develop an annual budget outlining projected income and expenses, subject to approval by the membership.



Section 3: Financial Reporting

Provide regular financial reports to the membership, detailing the association's financial health, income, expenses, and reserves.

Section 4: Independent Audit

Conduct an annual independent financial audit to ensure transparency and accountability.

Section 5: Financial Policies

Establish clear financial policies and procedures, covering areas such as reimbursement, petty cash, and financial controls.

11. (new) Respect for Jurisdictional Authority in DeMolay Jurisdictions

Section 1: Recognition of Jurisdictional Boundaries

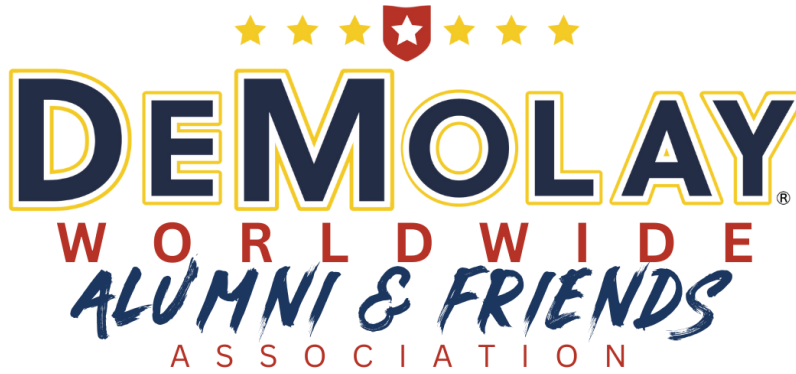
A. All alumni associations and members within the DeMolay Worldwide Alumni and Friends Association (DWA) must recognize and respect the established jurisdictional boundaries of every DeMolay governing body, whether under DeMolay International or other recognized DeMolay jurisdictions worldwide.

B. No DeMolay alumni association or individual member within the DWA is permitted to expand their operations or initiate activities within another recognized jurisdiction without formal approval from the governing authority of that jurisdiction.

Section 2: Prohibition on Infringement and Supplanting

A. The DWA and other associations and its members shall not infringe upon, replace, or undermine the operations of any existing DeMolay Alumni Association or jurisdiction, whether under DeMolay International or any other recognized governing body.

B. Any attempt by an alumni association to operate outside its assigned jurisdiction without proper authorization may result in disciplinary actions.



Section 3: Collaborative Engagement Across Jurisdictions

A. Alumni associations must engage in respectful and transparent collaboration when interacting with other jurisdictions. Any cross-jurisdictional initiatives or collaborations must have the explicit consent of all relevant governing authorities.

B. DWA will work to foster cooperation and unity across all DeMolay jurisdictions while ensuring respect for the autonomy and authority of each recognized body.

Section 4: Enforcement and Adherence

A. The DWA is committed to maintaining respect for jurisdiction authority in all interactions and initiatives. Any violation of this principle will be addressed according to the governing rules and may result in corrective action to ensure the integrity of the organization.

B. It is the responsibility of all members and associations to ensure that their actions align with the jurisdictional rules, promoting mutual respect and a spirit of fraternity across all DeMolay regions.

12. DeMolay International Headquarters Responsibilities

Section 1: Collaboration

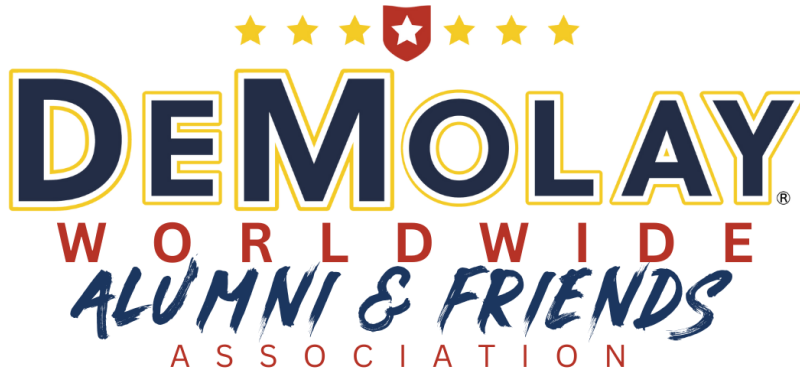
Collaborate with DeMolay International Headquarters to align the association's goals and initiatives with the broader objectives of the Order of DeMolay.

Section 2: Use of Intellectual Property

Obtain permission from DeMolay International for the use of any intellectual property, trademarks, or logos associated with the DeMolay organization.

Section 3: Reporting

Provide regular reports to DeMolay International on the association's activities, membership growth, and financial status.



Section 4: Supporting Global Initiatives

Support and contribute to DeMolay International's global initiatives, ensuring alignment with the Order's mission and values.

Section 5: Coordinated Events

Coordinate with DeMolay International on joint events, conferences, or initiatives that involve alumni and supporters.

Section 6: Compliance

Ensure compliance with any guidelines or requirements set forth by DeMolay International concerning alumni associations.

Conclusion

This legal framework aims to ensure the association's legal compliance, financial transparency, and collaboration with DeMolay International Headquarters, fostering a cohesive and mutually supportive relationship between the alumni association and the broader DeMolay organization.