

# **The Greater St. Louis Association of Umpires, Inc.**

**A Not-for-Profit Corporation of the State of Missouri**

## **Article I – Name**

**Section 1 – Name** – this Corporation/Association, henceforth referred to as “association,” chartered in 1939 by the American Baseball Congress, shall be known as the Greater St. Louis Association of Umpires, Inc., a Not – for – Profit Corporation of the State of Missouri.

**Section 2 – Office** – The Association may have offices at such places as the Board of Directors may from time to time determine.

**Section 3 – Restrictions** – All policies and activities of the Association shall be consistent with:

A. Applicable state and local rules, regulations, or other legal requirements.

B. Applicable tax – exemption requirements including the requirements that the Association not be organized for profit and that no part of its net earnings inure to the benefit of any private individual.

## **Article II – Purposes**

**Section 1 – Purposes** – The primary purpose of this Association is to:

A. Assign by training and having available, qualified, dependable Umpires to all Schools, leagues, and others requiring quality Umpires for the game of Baseball/Softball in the Metro St. Louis Region. This is to be done by soliciting games from schools, leagues, conferences, associations, and teams for G.S.L.A.U. members to officiate.

B. Other purposes of the Association include, but are not limited to, the promoting in general, the game of Baseball/Softball to all interested parties by providing opportunities for dialogue, education, advancement, and improvement of all aspects of sports officiating through meetings, seminars, clinics, publications, and other programs, and activities. The ability to articulate and advocate the needs and interest of its members before School systems, Districts, or leagues. Promulgating policies and conducting activities for the betterment of relations with School systems, Districts, or leagues, conferences, or any agency or person involved with sports.

## **Article III – Membership**

**Section I – Membership** – This Corporation shall be comprised of the following persons within the following classification of membership.

1. Active Member - Comprised of individuals who are duly qualified sports officials, have applied to become a member or are a returning member, have paid applicable membership dues, and have complied with the membership requirements of this Association. Members should meet the appropriate standards for the level of activity assigned by the association.

2. Lifetime - Comprised of individuals upon whom the Association desires to confer such status according to criteria to be established by this Association and approved by The Board of Directors.

3. Hall of Fame - Only those that have garnered some type of outstanding service to the association will be considered. A vote of the Board of Directors with no more than 2 dissenting votes and or abstentions is required to receive this distinguished status.

4. Inactive- Comprised of individuals who were formerly duly qualified sports officials who were in good standing when they ceased to be active, full members and who now no longer officiate athletic contests. Any member so designated will not be required to pay dues as established by the Board of Directors and will be listed on the current Association roster as inactive.

## **Article IV – Membership Meetings**

### **Section 1 –Meetings of Members**

The Association shall hold no less than 2 Regular Meetings and 1 Annual Business Meeting during each fiscal year. Additional General Business Meetings of the Members may be called from time to time by the Board of Directors. The presence of 25% of the Active Membership and, 33% of the Board of Directors shall constitute a quorum present to conduct any business. Special Purpose Meetings of the Members will also be conducted during the fiscal year that may be called from time to time by the Board of Directors and does not require a quorum.

### **Section 2 – Notice to Members of Meetings**

Written notice of a meeting of the membership, stating the time, place, and object, shall be mailed to each member at such address as appears on the books of the Association, no less than (14) calendar days prior to such meeting. This also includes any and all electronic mail notices.

### **Section 3 – Voting**

A majority of such members where a quorum is present is necessary to make a decision, except where some other number is required by law or these by- laws. Neither proxy voting or voting by mail is permitted. Any member working that day on the behalf of the Association may request an absentee ballot from the Sergeant of Arms. This sealed ballot will be brought to the aforementioned meeting and counted with the ballots cast at that meeting. No ballot received after said meeting will be considered.

### **Section 4 – Meeting Requirements**

Each member shall be highly encouraged to attend annual rules and interpretation meetings, educational clinics and training sessions, and General Business Meeting as required scheduled by this Association. These meetings shall be open to all members and shall be at no cost to active members of this association.

## **Article V – Board of Directors**

### **Section 1 – General Powers and Duties**

The property, business, and affairs of the Association shall be managed by its Board of Directors, and the Board of Directors may exercise all such powers of the Association as are not by law, or by the Articles of Incorporation, or by these By- Laws, directed or required to be exercised by the members. Each Director shall hold office until his successor shall have been elected/appointed and qualified or until his death, resignation, or removal.

### **Section 2 – Removal of Directors**

Any appointed Director may be removed by a 2/3 majority vote of the Board of Directors whenever, in their judgment, the best interest of the Association will thereby be served. Reasons for the removal of a Director shall include but are not limited to:

1. Shirking of duties assigned by the President and accepted by the Director.
2. Excessive absenteeism from scheduled meetings, especially Board Meetings. Excessive is to be deemed in excess of 20%.

### **Section 3 – Resignations**

Any Director may resign at any time by giving written notice to the President or Recording Secretary of the association. Such resignation shall take effect at the time specified therein; and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

### **Section 4 – Vacancies**

Any vacancy occurring in the Board of Directors or and Directorship to be filled by reason of an increase in the number of Directors, shall be filled by appointment of the President upon approval of a 2/3 majority vote of the Board of Directors. Each Director so appointed to fill a vacancy shall hold office for the unexpired term of his predecessor, and each Director so appointed shall hold office until his successor, if any, shall have been appointed and qualified, or until his death, resignation, or removal.

### **Section 5 – The Board of Directors shall consist of:**

A. President, First Vice President of Baseball, Second Vice President of Softball, Sergeant of Arms, Recording Secretary, and (1) appointed Officer – Treasurer, and

B. Six members in good standing: (3- appointed, and 3- elected.)

All appointees, except assignor and treasurer, must be ratified by a simple majority of the Board of Directors. No previously appointed Director may be reappointed without sitting out one calendar year. This does not preclude said appointee from running for the elected position.

### **Section 6 – The Board of Directors shall:**

A. Transact such business as may be referred to it between the meetings of the general organization.

B. Have the authority to interpret these By –Laws.

C. Be responsible to all members of the Association.

D. Hear any proper appeal of a Judicial Committee decision.

### **Section 7 – Meetings of the Board**

A. Shall be called by the President

B. Upon presentation of an agenda, any elected officer or two Board Members may successfully request the President to call a meeting of the Board within a two week period from the date of the request.

C. A quorum must be present for the Board to conduct business and shall consist of more than 50% of the current Board members.

#### **Section 8 – Eligibility**

To serve one must be an Active Member in good standing. The Treasurer may be an affiliate member of the Association.

## Article VI – Officers

**Section 1 – Elected Officers** – Shall consist of a President, First Vice President of Baseball & Second Vice President of Softball, Recording Secretary, and Sergeant of Arms.

**Section 2 – Elections** – Election of Officers shall take place at the Annual business meeting to be selected by the Board of Directors and shall be conducted by a secret ballot and a majority vote shall elect.

### **Section 3 – Appointments –**

A. The Treasurer shall be appointed by the President. The appointed nominee of the President must be approved by a 2/3 majority vote of the Board of Directors.

B. The President shall appoint a member to fill any vacated Board position for the remainder of the unexpired term. The appointed nominee of the President must be approved by 2/3 majority vote of the Board of Directors

**Section 4 – Terms of Office** – The terms of Elected Offices shall be 2 years. (See Article V Section 5 Subparagraph A) The terms of elected or appointed Directors shall be 3 years. (See Article V Section 5 Subparagraph B) **Exception:** The term of the Treasurer will be such that he/she remains in the office until death, resignation or removal.

### **Section 5 – Duties of Officers – The President shall:**

1. Preside at all regular business meetings
2. Appoint all committees and be an ex-officio member of those committees
3. Have general supervisory control over all matters pertaining to the Association
4. Perform such duties as he sees fit for the good of the Association
5. Shall not vote at any meeting unless to decide a deadlock
6. Appoint new Directors and Officers as required by these by-laws
7. Have emergency power to interrupt and or suspend any meeting for the good of the Association
8. Chair Annual Business Meeting in odd dated years

### **Section 6 – The First Vice President shall:**

1. Be a working Baseball Umpire
2. In the absence of the President assume the chair and all presidential power at all meetings
3. Complete the term of the President, should the President become unable to do so for any reason
4. In conjunction with the President, be responsible for all matters of the Association that in any way deal with baseball
5. Serve on the Judicial Committee
6. Assist the President in any matter pertaining to the operation of this Association

7. Chair Annual Business Meeting in even dated years

**Section 7 – The Second Vice President shall:**

1. Be a working Softball Umpire
2. Serve on the Finance Committee
3. In conjunction with the President, be responsible for all matters of the Association that in any way deal with Softball
4. Assist the President in any matter pertaining to the operation of this Association

**Section 8 – The Recording Secretary shall:**

1. Keep the minutes of all business meetings of the Association
2. See that all notices are duly given in accordance with the provisions of these By-Laws as required
3. Responsible for the accuracy and upkeep of the corporate records, excluding financial records, the execution of which is duly authorized on behalf of the Association
4. Be responsible for all correspondence pertaining to general business meetings
5. Be the keeper of the Association Seal and be responsible that it be used to meet all federal, state, and local laws
6. Provide communications at least 14 days in advance to the membership of scheduled meetings date
7. Provide and collect ballots and absentee ballots on odd election years.

**Section 9 – The Treasurer shall:**

1. Collect and handle all funds
2. Prepare a quarterly statement of receipts and disbursements and which shall be provided to the Finance Committee
3. Make a current financial and business report at each General Business Meeting
4. Make a financial report at each Monthly Board of Director meeting
5. Make an Annual financial report to the Membership at Annual meeting
6. Pay all expenses, bills, and vouchers legally contracted for by the Association.
7. Be a registered Agent with the State of Missouri.

**Section 10 – The Sergeant of Arms shall:**

1. Preserve order at all meetings.
2. Take an accurate list of members at regular meetings to be given to the Recording Secretary for inclusion in the minutes

3. Provide/collect absentee ballots on even elections years

**Section 11 – Compensation of Officers** – Board Members shall not receive any direct compensation from this Association for their service as Officers; this does not preclude any Officer from serving the Association in any other capacity and receiving compensation in that capacity. No Board Members other than the Treasurer may be compensated.

**Section 12 – Resignations** – Any Officer may resign at any time by giving written notice to the Board of Directors. Such resignation shall take effect at the time specified therein; the acceptance of such resignation shall not be necessary to make it effective.

**Section 13 – Bond** – The Board of Directors shall select two members in addition to the treasurer that shall give a bond for the faithful discharge of his duties in such sum and with surety or sureties as the Board of Directors shall determine.

**Section 14 – Removal of Board Member** – All Board Members are subject to removal. This removal may be proposed by any member of the Board of Directors with approval of 2/3 majority of the Board of Directors. Any active member in good standing may petition the Board of Directors to remove a Board member in writing. The petition will be placed on the agenda for the next regular Board meeting. Any active member in good standing can make a motion at any General Business meeting with a nomination and a proper second to remove said Board member. That vote would then be voted upon at the Annual Business meeting (that is to be defined as so designated by the board of Directors) that would require a 2/3 majority vote for the motion to pass.

**Section 15 – Eligibility of Board Members** – Only those who are an active member in good standing may hold office.

## **Article VII – Committees**

**Section 1 – The Membership Committee shall consist of but not limited to:**

Three Members in good standing appointed by the President. The responsibilities include the recruitment of new membership, and the screening of all applicants.

**Section 2 – Judicial Committee shall consist of but not limited to:**

A. The First Vice-President and four active Members in good standing, appointed by the President, hearing of all complaints and grievances submitted in writing by any member or organization which we serve.

B. The hearing of any and all charges against any member.

C. Any committee member involved in a grievance or charge cannot be involved in action taken by the committee on said grievance or charge.

**Section 3 – Finance Committee shall consist of but not limited to:**

A. Second Vice – President and three active Members in good standing appointed by the President

B. They shall review the Treasurer's records as they see fit.

**Section 4 – Election committee shall consist of but limited to:**

A. Two Board Members and two members at large neither of which is involved in the election. B. All appointees will be appointed by the President in odd years and the First Vice President in even years.

## **Section 5 – Special Committee**

The President, with approval of the Board of Directors, shall appoint such other committees, subcommittees, or task force as are necessary, and which are not in conflict with other provisions of these By – Laws. The duties of any such committee shall be prescribed by the President with the approval of the Board of Directors.

## **Article VIII Books and Records**

### **Section 1 – Money Disbursement**

Pursuant to the League Contracts and Origination Agreements the Association enters into with organizations, the Association may, from time to time, collect game fees from the organizations and disburse said game fees to umpires on behalf of the contracting organization pursuant to the Officials Contracts. It is understood that this procedure is followed only for administrative convenience and shall not be construed as payment by the Association to the umpires for services rendered. It is understood that any funds disbursed by the Association on behalf of any organization to umpires shall in no way establish an employer/employee relationship.

**Section 2** – The books, accounts, and records of this Association may be kept at such place or places as the Board of the Board of Directors may determine.

### **Section 3 – Inspection**

The books, accounts, and records of the Association shall be open to inspection by any member of the Board of Directors at all times; and open to inspection by a member in good standing at such times, and subject to such regulations as the Board of Directors may prescribe, except as otherwise provided by statute.

### **Section 4 – Corporate Seal**

The Association may have a corporate seal which shall be used as prescribed by the law of this state.

### **Section 5 – Audit**

The accounts of the Association shall be audited not less than annually, within ninety (90) days after the end of a fiscal year, by a licensed accountant who shall be appointed by the President with approval of the Board of Directors and who shall provide a report to the Board of Directors.

## **Article IX Membership Dues**

### **Section 1 – Annual Dues**

The Board members may determine from time to time the amount of, if any, seasonal or annual dues payable by the members of the Association. The dates upon which payment is due shall be determined by the Board of Directors. Board Members shall pay no dues.

## **Article X Discipline of Members**

### **Section 1 – Grounds for Discipline**

For failure to comply with these By – Laws, established authority, or regulations of the association or for delinquency in payment of authorized dues, charges, fines, penalties, or assessments, or for any other conduct conclusively established

to be contrary to the best interest of the Association a member may be fined placed on probation, or suspended from the Association, or permanently expelled. Acts for which members may be disciplined include, but not limited to, the following:

A. Failure, without notice, to complete an assignment

B. Umpire in a uniform other than specified by the contracting organization.

C. Other rules may be established for the control and betterment of the Association, or as may be specified by the Contracting Organizations.

## **Section 2 – Notification of Charges**

A member charged with any violation or inappropriate conduct which may result in any discipline beyond a fine of \$100.00 shall receive written notice by certified mail, return receipt requested, of the charges against him/her, indicating the alleged violative conduct, where and when the alleged violative conduct occurred, and the person or entity who filed the charge. Such member shall also be provided at the time with copies of all documents related to the charges which may be used in prosecuting the charges. He/she shall also be referred to these By-Laws with respect to his procedural rights.

## **Section 3 – Right of Hearing**

A member charged with any violation shall have the right to be heard in person or by written statement made by him/her in their own defense before the Judicial Committee. Such right shall be afforded prior to the imposition of any suspension, expulsion, or fine over \$100.00. EXCEPTION: Due to the compact nature of seasons and umpires schedules, an offense deemed by the assigning authority, in conjunction with the President, to be of such nature as to require immediate suspension, shall be acted upon as follows: The offending party will be notified by telephone that his schedule has been suspended until such time as he appears before the Judicial Committee for a hearing. He will then be sent by certified mail, return receipt requested, any and all allegations prompting said actions along with any and all written documentation of same. The aforementioned hearing must be held within three (3) calendar days of the first game affected by suspension or said member will have his schedule reinstated until such hearing is possible. If hearing date is set within said (3) days, failure of the offending party to attend does not invoke automatic reinstatement of schedule. After said hearing, the offending member shall all rights of recourse as prescribed by these By – Laws. It should be noted; that the aforementioned EXCEPTION should be invoked only in the event of extreme circumstances which if repeated, would have been damaging and detrimental effect on this Association. A member may seek a personal hearing, if this is requested by a member within (7) days of the date of written notification to him/her of a violation and if the request is made in writing to the member who sent the notification. At the hearing, the person or entity bringing the charges shall be present and both sides may present any information or documents. A majority vote of the members of the Judicial Committee shall determine its decision.

## **Section 4 – Appeal**

Any member suspended by the Judicial Committee shall have the right of appeal to the Board of Directors by giving the Recording Secretary written notice within seven (7) days of receipt of the Judicial Committee's decision. The Judicial Committee's decision shall be in force until such time as it is reviewed by the Board of Directors. The Board of Directors shall decide the appeal on the record before the Judicial Committee and on its review of any further written arguments to be submitted by both parties and received by the President no later than seven (7) days prior to the date set for oral argument. Notice of the date for oral argument shall be sent by the recording Secretary no later than (4) four days before the date for oral argument. Legal Counsel may participate upon prior written notification by Certified mail (7) days of receipt of Judicial Committee's decision. A written decision shall then be made by majority vote of the Board of directors and sent by Certified Mail, return receipt requested, within three (3) days of the date on which oral argument was heard. The decision of the Board of Directors shall be final.

# **Article XI – Indemnification of Directors and Corporate Officers**

**Section 1 – INDEMNIFICATION** Each Director and Corporate Officer of this Association, and his heirs and legal representatives, shall be indemnified by this Association against liabilities, expenses, counsel fees, and costs reasonably incurred in connection with, or arising out of, any questions, suit, preceding, or claim in which he/she is made a part by reason of being, or having been, such Director or Corporate Officer; provided that such Director or Corporate Officer shall not be indemnified with respect to any matter as to which he/she shall be finally adjudged to have been liable for dereliction in the performance of his/her duties, or for negligence or willful misconduct. This indemnification shall also apply with respect to any amount paid in compromise or settlement of any such action, suit, proceeding, or claim against such Director or Corporate Officer; provided that the total expenses,

including the cost of such settlement or compromise, will not substantially exceed the expenses that reasonably would be incurred by such Director or Corporate Officer in conducting such litigation to a final conclusion; and provided, further, that

the Board of Directors shall have first approved such proposed compromise or settlement, and determined that the person involved was not guilty of dereliction of duty or negligence or willful misconduct and, in taking such action, the Director or Corporate Officer involved shall not be qualified to vote thereon. In determining the issue of dereliction of duty, or negligence, or misconduct, in relation to such matters The Board of Directors may rely conclusively upon an opinion by independent legal counsel selected by such Board. The right to indemnification herein provided shall not be exclusive of other rights to which such Director or Corporate Officer may be lawfully entitled.

## **Section 2 – Insurance**

The Association shall have power to purchase and maintain insurance on behalf of any member who is or was a Director, Officer, or Agent of the Association, or is or was serving at the request of another corporation, partnership, joint venture, trust, or other enterprise against any liability asserted against him and incurred by him in any such capacity or arising out of his/her status as such, whether or not the Association would have the power to indemnify him against such liability under this section.

## **Section 3 – Miscellaneous**

The indemnification provided by this section shall not be deemed exclusive of any other rights to which those indemnified may be entitled under any by-law, agreement, vote of members, or disinterested Directors or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office, and shall continue as a member who has ceased to be Director, Officer, or Agent and shall insure to the benefit of the heirs, executors, and administrators of such member.

# **Article XII – Miscellaneous Provisions**

## **Section – 1 Fiscal Year**

The fiscal year of the Association shall end on the thirty-first (31st) day of December each year.

## **Section 2 – Depositories**

The Board of Directors, and Officers designated by the Board of Directors shall appoint banks, trust companies, or other depositories in which shall be deposited from time to time the money or securities of the Association.

## **Section 3 – Check Drafts and Notes**

All Checks, drafts, or other orders for the payment of money and all notes or other evidences of indebtedness issued in the name of the Association shall be signed by such Officer or Officers or Agent or Agents as shall from time to time be designated by resolution of the Board of Directors or by any Officer appointed by the Board of Directors.

## **Section 4 – Contracts and Other Instruments**

Except as otherwise provided in these By – Laws, the Board of Directors may authorize an Officer, Agent, or Agents to enter into any contract or execute and deliver any instrument in the name and on behalf of the Association and such authority may be general or confined to specific instances.

## **Section – 5 Gifts**

The Board of Directors may accept on behalf of the Association any contribution, gift, bequest, or devise for the general purposes or for any special purpose of the Association.

## **Section – 6 Status of Members**

All members of the Association who accept umpiring assignments through the Association are independent contractors and not agents or employees of the Association, any Officer of the Association, and entity or individual performing assigning services for the Association or any other entity for whom the members provide umpiring services. All members of the Association are solely responsible for the payment of any local, State, and Federal taxes, including but not limited to all income taxes, FICA taxes, FUTA taxes, and workers' compensation premiums and/or any other taxes incurred by the Member as a function of accepting umpiring assignments through the Association. Members of the Association are not entitled to any rights or benefits from the Association, including, without limitation, any type of insurance, vacation, sick leave, overtime, or any other employment benefit. Membership in this Association does not in any way create any type of partnership, association, joint venture, or other business relationship between or among the Member, the Association, and/or any team, league, institution, or tournament to which umpiring services may be provided by the Member.

## **Section – 7 Annual Meeting**

The Annual meeting shall be that business meeting so designated by the Board of Directors.

## **Section – 8 Uniforms**

Umpires are required to wear matching uniforms for identification purposes. This Association does not provide any uniforms or equipment necessary for officiating a contest, and it is the sole responsibility of the individual member to furnish his/her own uniform and equipment.

## **Section – 9 Good Standing**

An active member, who has timely paid dues, timely paid any fines, penalties and assessments, and has observed and complied with the By-laws of this Association and all other requirements established by the Association.

# **Article XIII – Elections**

## **Section – 1 Nominations**

- A. The nomination of Officers shall be made at the January and February business meetings by members from the floor.
- B. Only members in good standing are entitled to nominate or be nominated.
- C. No member shall be a candidate for more than one Office.
- D. All nominees must accept nomination verbally or by written communication at the time of nomination.

## **Section – 2 Elections**

The election of Officers shall be held at the Annual Meeting as designated by the Board of Directors.

- A. Only members in good standing shall be entitled to vote
- B. Voting shall be conducted by secret ballot.
- C. Write in votes shall not be allowed.
- D. There shall be no campaigning or solicitation of votes on the floor at this meeting.

## **Article XIV – Rules and Regulation**

**Section 1** – Rules and regulations section shall be attached to, but NOT a part of these By-Laws.

A. The Board of Directors shall have the power to establish such rules and regulations as deemed necessary to effectively fulfill the purposes of this Association as set forth in these By-laws.

B. The Board of Directors shall have the option to establish or modify said rules and regulations.

C. These rules and regulations need not be ratified by the membership, however upon written petition of any 25% of the active membership to the Board of Directors, such rule or regulation as contained therein will be presented to the membership for discussion at the next regularly scheduled business meeting. After said discussion, a vote will be taken in which a 2/3 favorable majority will remove said rule or regulation.

## **ARTICLE XV – Amendments of by-laws**

These By-Laws may be amended or repealed by a two-thirds (2/3) vote of the active members in good standing present at any Annual Business Meeting of the Association duly called and regularly held.

A. Notice of proposed changes are to be communicated or sent in writing to the active members thirty (30) days prior to such meeting.

B. Amendments may be proposed by the Board of Directors on its own initiative.

C. Amendments may be proposed by petition of any twenty-five percent (25%) active membership which shall be addressed and delivered to the Board of Directors.

D. Any proposed amendments shall be presented by the Board of Directors to the active members with or without recommendation.

E. Any proposed amendment must be read aloud at two successive business meetings.

F. Following the second reading, said amendment will be opened to the floor for discussion.

G. Following discussion, a vote shall be taken after a proper motion and second.

## **ARTICLE XVI – Ratification**

These By-Laws shall take effect immediately upon ratification.

1. A two-thirds (2/3) favorable vote, of those present at the business meeting in which the second successive reading aloud of these By-Laws has occurred, is necessary for ratification of same.

2. Following the second reading, said By-Laws will be opened to the floor for discussion.

3. A vote shall be taken after a proper motion and second.

In the event a clear interpretation of these By-Laws cannot be determined by the Constitutional Committee or the Board of Directors, said bodies may refer to Roberts Rules of Order for guidance.

We, the undersigned, as current officers of the Greater St. Louis Association of Umpires, do hereby confirm ratification of the above document by the process established herein.

EFFECTIVE DATE: March 10, 2019

PRESIDENT: Matt Althage

1ST VICE-PRESIDENT: Donald Gonzalez

2ND VICE-PRESIDENT: John Jeffress

TREASURER: Robert Frischmann

RECORDING SECRETARY: Jeff Birk

SERGEANT AT ARMS: Robert Gemberling

The Greater St. Louis Association of Umpires would like to gratefully acknowledge those members who gave of their time, energy, and knowledge to produce this document: Bill Buchanan, Michael A. Harvey, Jack Parker, Nick DiCarlo, Dennis Duncan, and Mike Behnen.

REVISED AND NEW EFFECTIVE DATE: August 30, 2020

PRESIDENT: Jim Fetsch

1ST VICE-PRESIDENT: Donald Gonzalez

2ND VICE-PRESIDENT: John Jeffress

TREASURER: Bob Berthold

RECORDING SECRETARY: Jeff Birk

SERGEANT AT ARMS: Gene McFerron

