

Boca Raton



www.BRRugby.com

**Boca Raton Jr Buccaneers Rugby Club
BYLAWS**

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Mission Statement

The mission of the Boca Raton Jr Buccaneers Rugby Club (Boca Raton Rugby Foundation LLC) is to support, promote, develop and grow the sport of rugby in Boca Raton & Palm Beach County and surrounding areas by providing a friendly family atmosphere and a positive respectful sporting environment.

Vision Statement

Our vision is to create a center of excellence for coaching and playing rugby to youth in South Florida, by giving each player the opportunity to reach their individual potential, while developing their skills, agility, well-being and fitness, with respect and honor.

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Boca Raton Rugby Foundation LLC
A Florida 501 C 3 Non-Profit
Operating as
Boca Raton Jr Buccaneers Rugby Club

BYLAWS

- I. **NAME:** The name of the organization is Boca Raton Rugby Foundation LLC here after will be Boca Raton Jr Buccaneers Rugby Club (BRJBRC).

INDEMNIFICATION

A. **INDEMNIFICATION** -- Each person who was or is made a party or is threatened to be made a party to or is involved in any action, suit, or proceeding, whether civil, criminal, administrative, or investigative (hereafter, a "proceeding"), by reason of the fact that she or he, or a person of whom she or he is the legal representative, is or was a director or officer of the organization, or while a director of the organization is or was serving at the request of the organization as a director, officer, trustee, employee, or agent of another organization, trust, or other incorporated or unincorporated enterprise, whether the basis of such proceeding is allege action or inaction in an official capacity as a director, officer, trustee, employee, or agent shall be indemnified and held harmless by the organization to the fullest extent authorized by Florida law. All such persons shall be indemnified and held harmless by the organization against all expense, liability, and loss (including attorneys' fees, judgments, fines, taxes, or penalties, and amounts paid or to be paid in settlement) reasonably incurred or suffered by such person in connection with the indemnified action or inaction, and such indemnification shall continue as to a person who has ceased to be a director or officer and shall inure to the benefit of his or her heirs, executors, and administrators.

B. **PAYMENT** -- The right to indemnification conferred in these bylaws shall be a contract right and shall include the right to be paid by the organization the expenses incurred in defending any such proceeding in advance of its final disposition; provided however, that the payment of such expenses incurred by a director or officer in his or her capacity as a director or officer of the organization in advance of the final disposition of a proceeding, shall be made only upon delivery to the organization of an undertaking, by or on behalf of such director or officer or agent, to repay all amounts so advanced if it shall be ultimately determined that such director or officer is not entitled to be indemnified under this Article or otherwise. The organization may, by action of its Board of Directors, provide indemnification and advance expenses to employees and agents of the organization and others permitted to be indemnified by Florida law with the same scope and effect as the foregoing indemnification and advancement of expenses of directors and officers.

C. **DEFENSE AGAINST CLAIMS** -- If a valid claim pursuant to the above provisions of the Article is not paid in full by the organization within ninety (90) days after a written claim has

been received by the organization, the claimant may at any time thereafter bring suit against the organization to recover the unpaid amount of the claim, and, if successful in whole or in part the claimant shall be entitled to be paid the expense of prosecuting such claim. It shall be a defense to any such action (other than an action brought to enforce a claim for expenses incurred in defending any proceeding in advance of its final disposition where the required undertaking, if any, is required, has been tendered to the organization) that the claimant has not met the standards of conduct that make it permissible under Florida law for the organization to indemnify the claimant for the amount claimed, but the burden of proving such defense shall be on the organization. Neither the failure of the organization (including its Board of Directors or independent legal counsel) to have made a determination prior to the commencement of such action that indemnification of the claimant is proper in the circumstances because she or he has met the applicable standard of conduct as provided by Florida law, nor an actual determination by the organization (including its Board of Directors or independent legal counsel) that the claimant has not met such applicable standards of conduct, shall be a defense to the action or create an applicable standard of conduct.

D. NON-EXCLUSIVITY -- The right to indemnification and the payment of expenses incurred in defending a proceeding in advance of its final disposition conferred in these bylaws shall not be exclusive of any other right which any person may have or hereafter acquire under any statute, the common law, a provision of the Articles of Incorporation, bylaws, agreement, or disinterested directors, or otherwise.

E. INSURANCE -- The organization may maintain insurance, at its expense, or provide alternative financial arrangements including but not limited to providing a trust, letter of credit, or self-insurance to protect itself and any director, officer, trustee, employee, or agent of the organization or venture, trust, or other incorporated enterprise against any such expense, liability, or loss, whether or not the organization would have the power to indemnify such person against such expense, liability, or loss under Florida law.

II. PURPOSE AND AUTHORITY

A. EXISTENCE AND GOVERNING PRINCIPLES -- The organization is incorporated as a nonprofit corporation under Florida nonprofit corporation statutes. The BRJBRC organization, shall be governed by the Articles of Incorporation and these Bylaws, as they may be amended from time to time and by the Boca Raton Recreation policies and procedures requirements. The Bylaws or amendments thereto shall not conflict with the provisions of the Articles of Incorporation.

B. BASIC PURPOSES -- The organization exists to foster and develop athletic talent in the sport of Rugby and to promote local, regional, national and international Rugby competition.

C. POWER TO CONTRACT -- The organization shall have authority to contract with any person or legal entity; to hire employees, and engage services of agents and independent contractors; to receive, maintain, and accept as assets of the organization, any property,

whether real, personal or mixed, tangible or intangible, by way of gift, bequest, devise, grant, or purchase, from any governmental unit, person, firm, trust, organization or other legal entity, to be held, administered, and disposed of in accordance with and pursuant to the provisions of the Articles of Incorporation.

D. POWER TO SELL -- The organization shall have the authority to sell, exchange, or otherwise dispose of any property or property rights in accordance with the stated purposes of the organization and, provided, such activity does not jeopardize the status of the organization not for profit status, and further provided such activity does not jeopardize the status of the organization as a nonprofit organization under the laws of Florida.

E. IN-KIND CONTRIBUTIONS -- The organization shall have the authority to value reasonably, and to accept at such value, in-kind contributions of property or work, whether physical or intellectual, in exchange for membership or for other corporate purposes, as defined later in these bylaws.

F. GENERAL POWERS -- The organization shall have the authority to cause, sponsor, or engage in any and all activities conferred by law, whether specifically enumerated here or in the articles of incorporation or not, in furtherance of the purposes stated in these bylaws and the articles, and provided the nonprofit status of the organization is not jeopardized.

III. MEMBERS USERS AND POWER TO VOTE

A. MEMBERS -- There shall be the following categories of members of the organization:
Other categories of membership may be defined by the Executive board of Directors.

1. INDIVIDUAL TEAM MEMBERS shall pay dues in the amount designated for the membership year as defined in these bylaws. The terms, conditions and requirements for work or other contributions shall be outlined generally in the written policies of the organization approved by the Executive Board of Directors, and shall be subject to the ultimate discretion of the Executive Board of Directors in all cases.

2. CLUB MANAGEMENT BOARD MEMBERS shall not be compensated and will volunteer their time, expertise and support generally in the written policies of the organization approved by the Executive Board of Directors, and shall be subject to the ultimate discretion of the Executive Board of Directors in all cases.

3. COACH MEMBERSHIPS shall be linked to INDIVIDUAL TEAM MEMBERS and shall incur \$100 membership dues per child family member.

4. MEMBERSHIP -- Approval or rejection of membership shall be based upon criteria adopted by the Executive Board of Directors.

5. ORGANIZATIONS may register as members of Boca Raton Rugby Foundation LLC.

A Florida 501 C 3 Non-Profit, Operating as Boca Raton Jr Buccaneers Rugby Club.

B. TEAM MEMBERS - NON VOTING

1. TEAM MEMBERS under the age of eighteen shall not be entitled to vote in the affairs of the organization, but shall be granted the right to use the services of the organization without the payment of dues, under terms of identification and registration as set by the Policies of the organization and approved by the Board of Directors, and upon signed registration for the use of team services. Team members (and their guardians/parents etc.) are seasonal and transitory by season, and as such are limited in any long term roles in the Club. Guardians/Parents have recourse by submitting comments, concerns, remarks and issues to the Club management and Board.

2. ACCEPTANCE OF MEMBERSHIP - DENIAL OF MEMBERSHIP

a. ACCEPTANCE -- Acceptance of membership shall require signature upon a registration form authorized by the Board of Directors and payment of dues as specified in the bylaws.

b. DENIAL -- The Executive Board of Directors shall reserve the right to refuse or cancel membership or use, and to refuse, prohibit, or deny access, to any person, firm, organization, partnership, foundation, association, parent, team member or other legal entity when the Executive Board determines that such membership or use would be incompatible with the Articles of Incorporation, upon delinquency of dues payments, or when the Executive Board determines that the behavior of the member is contrary to these bylaws, BRJBRC published code of ethics or World Rugby Union Laws such rules, policies and procedures as the Executive Board may establish. Executive Board of Directors will receive a majority vote from Board prior to the final denial of membership. Any denial of membership will be relayed to member by designated member of the Executive Board of Directors. All members and users of services, as a condition of membership or use of the services of the Boca Raton Jr Buccaneers Rugby Club., shall be required to consent to the policies of the Organization and Executive Board.

C. DUTIES OF MEMBERS

1. MEMBERSHIP OR USE CARRIES DUTIES -- Membership in, or use of, Boca Raton Jr Buccaneers Rugby Club, a non-profit corporation or any related, connected or used, equipment, services, shall carry duties and obligations as well as rights. No one shall claim rights in this organization without accepting corresponding duties and obligations as provided in these bylaws, and the rules and policies of the organization.

2. RIGHT TO WITHDRAW -- A member or user shall have the right to withdraw from Boca Raton Jr Buccaneers Rugby Club at any time for any reason.

D. ANNUAL DUES - INCREASES - IN-KIND -- DELINQUENCIES

1. DUES - INCREASES -- Annual Membership dues shall be determined by the Board of Directors. Unless authorized by a vote of the members, the Board may not increase any dues in an amount greater than 100% from the existing dues in any twelve-month period.

2. DELINQUENT MEMBERS -- At the discretion of the Board of Directors, a member ceases to remain in good standing if annual membership dues are delinquent for a period of two (2) months or more. BRJBRC retains the right to terminate membership service as a result.

3. IN-KIND GOODS OR SERVICES -- In-kind goods or services may be accepted in lieu of membership dues, according to a schedule of equivalence established by the Executive Board.

E. ANNUAL MEMBERSHIP MEETING -- An annual general membership meeting may be held yearly after the FLORIDA YOUTH RUGBY UNION (FYRU) annual meeting as requested by this Board. The meeting shall be held in or at such place as permitted by the Boca Raton Recreation Dept and Boca Raton Beach & Parks Board policy – traditionally held at practice field(s) or game field.

F. SPECIAL MEETINGS -- Special meetings of the membership may be called at the request of the President or two board of directors.

G. QUORUM -- A quorum at any meeting of the membership shall consist of at least five members in good standing present at the meeting (married board members count as 1 member), except as provided in these bylaws for meetings to amend the bylaws or Articles of Incorporation.

IV. EXECUTIVE BOARD OF DIRECTORS

A. EXECUTIVE BOARD (EBOD)

1. DUTIES AND POWERS -- The Executive Board of Directors (BOD) shall be the governing body of Boca Raton Jr Buccaneers Rugby Club and all of its officers, committees, employees, and agents. It shall establish policies and rules for the operation of Boca Raton Jr Buccaneers Rugby Club of Florida, and shall provide direction concerning financial and administrative operations, consistent with the bylaws.

2. NUMBERS OF MEMBERS AND LENGTH OF TERMS -- The Executive Board shall consist of a maximum of seven (7) but not less than four (4) voting members serving four (4) year terms. The members of the Board of Directors shall be nominated by the active management members of Boca Raton Jr Buccaneers Rugby Club at a regular meeting and elected by a majority vote of the management membership. The Executive Board shall consist of the President, General Manager/Vice President(s).

- B. HONORARY BOARD SEATS OR MEMBERS— due to special circumstances aka club mergers, retirement of long term board members, the existing BOARD can vote a 1 Year Seat to a person for HONORARY status. They will have the same voting rights and privileges as the Non-Executive Board.

3. ASSUMPTION OF OFFICE – The newly elected members of the Boca Raton Jr Buccaneers Rugby Club may take office immediately but not later than the next regular Board of Directors meeting following the election.

4. REPLACEMENT OF BOARD MEMBERS

a. ABSENCES -- Should any Board member miss three consecutive meetings without due cause, the President or Vice President in absence of the President may declare the position vacated, and a successor shall be nominated by the President and shall be elected by a majority of the Board to fill the vacancy.

b. RESIGNATIONS -- Should any member of the Board resign or otherwise terminate his or her membership on the Board, a successor may be appointed by the President and be elected by a majority of the board.

C. MEETINGS OF THE EXECUTIVE BOARD OF DIRECTORS

1. REGULAR MEETINGS -- Meetings of the Executive Board shall be held at least four times per season; manner and location to be determined.

2. SPECIAL MEETINGS -- Special meetings may be called at any time by the President or two members of the Board.

3. OPEN MEETINGS -- All meetings of the Boards shall be open.

4. ORDER OF BUSINESS -- The order of business at any regular meeting of the Board shall be in accordance with the Agenda. Any Board member may place items on the Agenda.

5. SUBMISSION OF ITEMS FOR THE AGENDA -- The President or Secretary or 1st Vice President shall accept written requests for items to be placed on the Agenda of the Board of Directors up until 2 business days before the time of issuing notice of a particular meeting. The President or Secretary or 1st Vice President GM, in her or his sole discretion may accept, but is not obligated to accept, later requests for items to be placed on the Agenda. The Board may promulgate rules and regulations for placing items on the Agenda, consistent with these Bylaws, and may provide for electronic means, in her or his sole discretion, for submission of Agenda items.

6. AGENDA INCLUDED IN NOTICE OF MEETING -- The Agenda, when available, shall be included in any written notice of any meeting, and if notice is given by electronic mail or electronic SMS text, shall be a part of such electronic mail notice also.

7. QUORUM – Five (5) voting members of the Board shall constitute a quorum for the transaction of business (married members count as 1 member for this action).

D. CHAIR OF THE BOARD - President / CEO

1. EXECUTIVE AUTHORITY OF THE ORGANIZATION -- The executive authority of the organization shall reside in, and be exercised by, the Chair of the Board aka the President, who shall be designated "Chair of The Board of Directors and President".

2. PRESIDING OFFICER AT MEETINGS OF THE BOARD OF DIRECTORS -- The President or his designee shall preside at all meetings of the Board of Directors of the organization and shall administer the agenda for the meeting, rule on questions of procedure, and shall cast the deciding vote in the event of a tie on all matters before the Board. In the absence of the President, the 1st Vice President shall act as a chair of the meeting of the board of directors.

3. PRESIDING OFFICER AT ANNUAL MEETINGS OF THE MEMBERS -- The President or his designee shall preside at the Annual Meetings of the voting members of the organization.
PRESIDING OFFICER AT SPECIAL MEETINGS -- The President or his designee shall preside at all special meetings of the Board and all special meetings of the members.

E. OFFICERS OF THE ORGANIZATION

1. NUMBERS OF MEMBERS AND LENGTH OF TERMS

-- The Executive Board shall consist of a maximum of seven (7) but not less than four (4) voting members serving four (4) year terms. The members of the Board of Directors shall be nominated by the active management members of Boca Raton Jr Buccaneers Rugby Club at a regular meeting and elected by a majority vote of the management membership. The Executive Board shall consist of the President, General Manager/Vice President(s).

2. QUALIFICATIONS, DUTIES, AND POWERS

A. PRESIDENT/CEO -- The President serves as President of the club and will preside over all meetings of the Board of Directors. In addition:

1. The President will perform periodic checks on the conduct of coaches, players, and other league members.

2. The President will approve the schedule changes of all games and activities provided from "Match Secretary(s)."

3. The President will perform such other functions and duties as may be deemed necessary for the furtherance of the business of the BRJBRC.

4. The EBOD shall have the authority to form any standing roles or temporary committees that may become necessary to act on behalf of BRJBRC.

B. THE VICE-PRESIDENT(S) -- The Vice President(s) shall act in the absence of the President and is/are charged with the duty of coordinating the activities of the Boards and Committees. Vice Presidents shall exercise such authority as shall be determined in written Executive Board policies in accordance with the Articles and these Bylaws.

C. SECRETARY -- The Secretary shall keep the minutes of all meetings, have charge of such records as the Board may direct, maintain a register of all members and their addresses and telephone numbers, and perform all duties incident to the office of Secretary. This role can be assigned to a Board VP as a dual role.

D. TREASURER – This position currently is a board member level position. During the Treasurer's term of office she or he will supervise the execution of the budget for the Board with the assistance of the 1st Vice President with oversight from the President. The budget will be need to be voted on annually by the board of directors. The Treasurer shall keep the Executive Board of Directors informed of the financial status of the organization, and makes such recommendations as she or he deems necessary. Treasurer shall prepare or have prepared, the necessary financial statements such as, profit and loss, balance sheet, to be presented to the Board of Directors at the end of every season after the annual board meeting. This role can be assigned to a Board member as a dual role but with full oversight and access by the entire Board. All financial records on Google Drive (or similar) with complete unrestricted access to Board members.

E. ANNUAL INSPECTION OF BOOKS - FISCAL YEAR -- The Treasurer shall arrange for an annual inspection of the organization's books of account. Such inspection may be conducted in consultation with the organization's certified public accountant (CPA). The fiscal year shall be the rugby season fiscal year unless otherwise determined by the Board. Formal audits shall not be required except when required by law. Annual State of Florida and Federal Dept of Treasury filings shall be on a calendar year basis and submitted by BRJBRC CPA.

F. MINUTES -- Minutes of all regular meetings shall be written and maintained by the Secretary.

G. FINANCIAL RESPONSIBILITY -- Financial Responsibility for the affairs of the organization rests with the Executive Board of Directors. All disbursements of more than \$1500 shall be notified to, and on special events/actions be approved by the majority of the Board of Directors. Board of Directors should present up to two options to review. Said differently and for the avoidance o doubt – ALL financial records are unrestricted and open for Board review at any time, on Google Drive.

V. COMMITTEES

- A. APPOINTMENTS AND MEMBERSHIP -- The EBOD may appoint from the organization membership ad hoc committees to assist in special aspects of the organization's activities. Standing and Ad hoc committees shall serve until relieved by the Board. Committee members may succeed themselves as necessary to assure continuity in organization activities.

VII. GENERAL

A. NON-PROFIT - TAX EXEMPT -- The organization may not engage in any activity of a commercial nature that would violate its status as a non-profit organization as defined by existing laws, nor shall the organization engage in any activity that is in contravention of the requirements of Internal Revenue Code §501(c)(3) and applicable rules and regulations which would cause the organization to lose its status as nonprofit under such provisions of the law. The organization may not engage in any partisan political activity.

B. LIMITATIONS OF DEBATE -- Every member of the organization shall be entitled to speak at membership meetings on any subject brought before the organization for consideration. Every member of the Board of Directors shall be entitled to speak at any Board of Directors meeting on any subject brought before the Board of Directors. The Chair of any meeting shall, at her or his sole discretion, have the power to limit debates to a minimum of 5 mins per individual.

C. CONDUCT OF MEETINGS -- The Chair of the Board of Directors/President shall preside at all meetings of the Board of Directors of the organization and shall administer the agenda for the meeting, rule on questions of procedure, and shall cast the deciding vote in the event of a tie on all matters before the Board. Robert's Rules of Law shall be the presiding guide while holding any organizational meeting.

D. NON-DISCRIMINATION -- The organization shall not discriminate in employment, membership, or registered use against any person on the basis of race, color, gender, religion, creed, age, disability, favorite food, national origin, or sexual preference.

VIII. DISSOLUTION

A. NON-PROFIT -- This organization is a non-profit amateur athletic corporation not operated, and not to be operated, for profit. All BRJBRC management and Board members are uncompensated volunteers. It is organized exclusively for amateur athletic purposes, and its property is to be used exclusively for carrying out such purposes. The organization may not engage in any activity that is in contravention of the requirements of Internal Revenue Code §501(c)(3) and applicable rules and regulations which would cause the organization to lose its

status as nonprofit under such provisions of the law. No officer, member, or employee of the organization shall receive or may be lawfully entitled to receive any pecuniary profit from the operation of the organization except for reasonable compensation for serving in effecting its purpose or executing services on behalf of the club – example reimbursement of expenses in direct support of the Club and it’s member players (food, drink, gas for games, equipment and uniforms for the club).

B. DISTRIBUTION OF ASSETS -- Upon dissolution or other termination of the organization, no part of the property of the organization, or any of the proceeds thereof, shall be distributed to, or inure to the benefit of, any of the members of the organization, but shall be distributed first in payment of all liability of the organization, and then to the charitable organizations or schools; or to Boca Raton Recreation Department pursuant to the Boca Raton Recreation Department policies and procedures.

IX. CONFLICT OF INTEREST POLICY

A. PURPOSE. The purpose of the conflict of interest policy is to protect this tax-exempt organization’s (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

B. DEFINITIONS

1. INTERESTED PERSON. Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. FINANCIAL INTEREST. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,

b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or

c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

d. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

e. A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

C. PROCEDURES

1. DUTY TO DISCLOSE. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. DETERMINING WHETHER A CONFLICT OF INTEREST EXISTS. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. PROCEDURES FOR ADDRESSING A CONFLICT OF INTEREST

a. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

X. AMENDMENTS

A. VOTE – Any portion of these bylaws may be amended by a majority vote of the Board of Directors.

B. NOTICE OF MEETING TO AMEND BYLAWS – In all cases, notice of intent to amend these bylaws shall be given to the Board and Management membership at least fourteen (14) calendar days in advance of the meeting before any vote to amend may be taken. Such notice shall be by electronic means and/or by first class mail. Members in actual attendance may give a written waiver of such notice at the meeting.

C. AMENDMENT OF ARTICLES OF INCORPORATION -- The articles of Incorporation may not be amended except by a majority vote of the Executive Board of Directors. Meetings to amend the articles and notice of such meetings shall be conducted and given in the same manner as a meeting to amend the bylaws, except that notice shall be given not less than thirty (30) days in advance.

D. NOTIFICATION - INTERNAL REVENUE SERVICE -- Any amendment to these bylaws or the Articles of Incorporation shall be filed as required with the Internal Revenue Service, as the law and regulations may require, in order to maintain tax-exempt status of the corporation under §501(c)(3) of the Internal Revenue Code.

XI. CODE OF CONDUCT

Boca Raton Jr Buccaneers Rugby Club believes in the growth of the game of rugby and its high standings in this State are due to the ideals of sportsmanship and ethical practices. Boca Raton Jr Buccaneers Rugby Club enjoins upon its members a rigid observance of its Code of Conduct aka Code of Ethics. Members shall be deemed to have violated the Code of Conduct or Code of Ethics by:

- A. Behavior determined to be unsportsmanlike or detrimental to Boca Raton Jr Buccaneers Rugby Club by members thereof.
- B. Behavior and Conduct Unbecoming as per Code of Conduct/Ethics
- C. Members who attempt to intimidate fellow members by word or physical deed.

XII. DISCIPLINARY ACTIONS

A. Violations of the Boca Raton Jr Buccaneers Rugby Club Code of Conduct, By-Laws, Rules and Regulations or the conduct of any member construed as conduct detrimental to Boca Raton Jr Buccaneers Rugby Club are subject to disciplinary action.

B. Violators have the right to appeal to the Board within forty eight (48) hours following the infraction.

C. The BOD investigation will be concluded within seventy-two (72) hours from the date the investigation is assigned.

D. Disciplinary actions may include:

- 1. Suspension or expulsion from activity(s) of the club.

2. Loss of Boca Raton Jr Buccaneers Rugby Club membership without reimbursement of fees.

APPROVED BY THE BOARD OF DIRECTORS.

Date

Certified True Copy:

Secretary