

**NON-PROFIT BYLAWS  
OF  
CHRISTIAN HOMESCHOOL ATHLETICS  
OF SALINE COUNTY, INC.**

PREAMBLE

The following Bylaws shall be subject to, and governed by, the Non-Profit Corporation Act of Arkansas and the Articles of Incorporation of Christian Homeschool Athletics of Saline County, Inc. In the event of a direct conflict between the provisions of these Bylaws and the mandatory provisions of the Non-Profit Corporation Act of Arkansas, said Non-Profit Corporation Act shall be the prevailing controlling law. In the event of a direct conflict between the provisions of these Bylaws and the Articles of Incorporation of Organization, it shall then be these Bylaws which shall be controlling.

ARTICLE 1 – NAME

The legal name of the Non-Profit Organization shall be known as Christian Homeschool Athletics of Saline County, Inc. and shall herein be referred to as "C.H.A.O.S.C.."

ARTICLE 2 – PURPOSE

The general purposes for which C.H.A.O.S.C. has been established are as follows:

The purpose for which the Non-Profit Corporation is formed is set forth in the attached Articles of Incorporation.

C.H.A.O.S.C. is established within the meaning of IRS Publication 557 Section 501(c)(3) Organization of the Internal Revenue Code of 1986, as amended (the "Code") or the corresponding section of any future federal tax code and shall be operated exclusively to provide competitive athletic opportunities for Christian homeschool families of Saline County, Arkansas.

In addition, C.H.A.O.S.C. has been formed for the purpose of performing all things incidental to, or appropriate in, the foregoing specific and primary purposes. However, C.H.A.O.S.C. shall not, except to an insubstantial degree, engage in any activity or the exercise of any powers which are not in furtherance of its primary non-profit purposes.

C.H.A.O.S.C. shall hold and may exercise all such powers as may be conferred upon any nonprofit organization by the laws of the State of Arkansas and as may be

necessary or expedient for the administration of the affairs and attainment of the purposes of C.H.A.O.S.C.. At no time and in no event shall C.H.A.O.S.C. participate in any activities which have not been permitted to be carried out by a Corporation/Organization exempt under Section 501(c) of the Internal Revenue Code of 1986 (the "Code").

### ARTICLE 3 – OFFICES

The principal office of C.H.A.O.S.C. shall be located at 415 Carriage Drive, Benton, AR 72015.

C.H.A.O.S.C. may have other offices as the Board may determine or deem necessary, or as the affairs of C.H.A.O.S.C. may find a need for from time to time.

### ARTICLE 4 – C.H.A.O.S.C. MEMBERSHIP

#### Participation in Christian Homeschool Athletics of Saline County

C.H.A.O.S.C. complies with all National Christian Homeschool Championship (NCHC) eligibility guidelines and procedures.

The privilege of participation in the organization will be extended to any family who:

- has filed a Notice of Intent with their local Public-School Superintendent as required for all homeschool students by Arkansas State Law,
- agrees with the Statement of Faith (which is attached and incorporated into these Bylaws as Exhibit "A"),
- agrees to follow the Bylaws,
- agrees to follow the Code of Conduct for both students and adults,
- agrees to follow the rules and regulations of their prospective sports, and
- pays annual membership dues and all fees associated with their chosen sport.

Invitations to participate will not be extended to any student who has been expelled from a public or private school without a review and written approval from the Board and the Head Coach of the team for which the student wishes to play.

### ARTICLE 5 – THE BOARD

#### General Powers and Responsibilities

C.H.A.O.S.C. shall be governed by a Board of elected representatives, which shall have all the rights, powers, privileges, and limitations of liability of directors of a non-profit corporation organized under the Non-Profit Corporation Act of Arkansas.

The Board shall establish policies and directives governing the business and programs of C.H.A.O.S.C. and shall delegate to the Athletic Director and any other Board Member, subject to the provisions of these Bylaws, the authority and responsibility to see that the policies and directives are appropriately followed.

#### Number and Qualifications

The Board shall have up to fourteen (14), but no fewer than five (5), members. The number of Board Members may be increased beyond 14 Members or decreased to less than 5 Members by the affirmative vote of a two-third (2/3) majority of the then-serving Board. A Board member need not be a legal resident of the State of Arkansas.

#### Board Compensation

The Board shall receive no monetary compensation other than reimbursement for reasonable C.H.A.O.S.C. expenses with a receipt. However, nothing in these Bylaws shall be construed to preclude any Board Member from serving C.H.A.O.S.C. in any other capacity and receiving compensation for their services rendered.

Board Members will be exempt from annual dues (not sports fees) and from gate fees to home games. The home game gate fee exemption applies to Board Members and their spouses and children as well as all Head and Assistant Coaches and their spouses and children.

#### Board Elections

1. Each year nominations for every Board position will be accepted via e-mail to [chaoswarriorsbasketball@gmail.com](mailto:chaoswarriorsbasketball@gmail.com) for seven (7) days beginning the first Monday after the NCHC Basketball Nationals Tournament.
2. The Secretar(ies) will contact each candidate to confirm that they accept the nomination within three (3) days of the close of the nomination period and set each candidate's meeting with the Board.
3. Each candidate will meet with a group of at least three C.H.A.O.S.C. Board Members to review the positions and their requirements after the nomination period is closed and before April 15.
4. Prospective candidates for the positions of Athletic Director, Assistant Athletic Director, and Sports Directors will be required to submit a recommendation from a leader in their church affirming the candidate's Christian character and that the doctrine of the church to which they belong does not contradict the C.H.A.O.S.C. Statement of Faith.
5. The Secretary(ies) will compose a ballot of at least one name per office and post it on the website no later than April 20.
6. The anonymous online ballot will be open to C.H.A.O.S.C. participating families for five consecutive days.
7. The results will be posted on the website by the current Secretary(ies) before midnight on the seventh day after the ballot is published.

- Elections shall be for a two (2) year period and will begin on May 1st.
- Board Officer positions (other than Athletic Director) which become vacant between elections will be filled by a vote of the Board. If the Athletic Director position becomes vacant it will be filled by the Assistant Athletic Director and the Board will vote to fill the Assistant Athletic Director position.

### Head Coach Elections

1. Each year nominations for every open Head Coach position will be accepted via e-mail to [chaoswarriorsbasketball@gmail.com](mailto:chaoswarriorsbasketball@gmail.com) for seven (7) days beginning the first Monday after the NCHC Basketball Nationals Tournament.
2. The Secretar(ies) will contact each candidate to confirm that they accept the nomination within three (3) days of the close of the nomination period and set each candidate's meeting with the Board.
3. Each candidate will have an individual meeting with a group of at least three C.H.A.O.S.C. Board Members to discuss what is required for the position according to the Head Coach job description and discuss the requirements a candidate must meet to qualify for nomination.
4. Head Coach candidates will be required to submit a recommendation from a leader in their church affirming the candidate's Christian character and that the doctrine of the church to which they belong does not contradict the C.H.A.O.S.C. Statement of Faith.
5. Once the meetings are complete and the recommendations have been received by the Board, C.H.A.O.S.C. participating families will have the opportunity to cast an anonymous online vote for five (5) consecutive days.
6. The family of each player gets one (1) vote for the Head Coach of the team to which that player is assigned according to his/her age.
7. Board Members will each have one (1) vote for the Head Coach position on each team that C.H.A.O.S.C. is offering for the following season. If a Board Member has the right to vote as a player's parent, he/she will not also vote as a Board Member.
8. In the event of a tie after all votes have been counted, the Board will meet and vote via anonymous ballot to decide which candidate will fill the position.
9. The results will be posted on the website by the current Secretary(ies) no later than May 1.

### Term of Board

All appointments to the Board shall be for a term of two (2) years from May 1 to May 1.

### Board Vacancies

A vacancy on the Board may exist at the occurrence of the following conditions:

- a) The death, resignation, or removal of any Board Member;
- b) The declaration by Resolution of the Board of a vacancy in the office of a Member who has been declared of unsound mind by a final order of court, convicted of a felony, found by final order or judgment of any court to have breached a duty pursuant to the Corporation Code and/or Act of the law dealing with the standards of conduct for a director, or has missed three consecutive meetings of the Board, or a total of four meetings of the Board during any one service year;
- c) An increase in the authorized number of Board members; or
- d) The failure of the Board, at any annual or other meeting of the Board at which Board Member(s) are to be elected, to elect the full authorized number of Board Members.

Except as provided in this paragraph, any Board Member may resign by giving written notice to the Athletic Director or Assistant Athletic Director. Unless the notice specifies a later time for the effectiveness of the resignation, the resignation will be considered immediate. If the resignation is effective at a future time, a successor may be designated to take office when the resignation becomes effective. Unless the Attorney General of Arkansas is first notified, no Board Member may resign when such resignation would leave C.H.A.O.S.C. without a duly elected Board Member in charge of its affairs.

Any vacancy on the Board may be filled by vote of a two-third (2/3) majority of the Board Members then in office, whether or not the number of Board Members then in office is less than a quorum, or by the vote of a single Member after the vacancy of all other positions. No reduction of the authorized number of Board Members shall have the effect of removing any Board Member before that Board Member's term of office expires.

A Board Member elected to fill a vacancy shall be elected for the unexpired term of his or her predecessor in office.

#### Resignation

Each Board Member shall have the right to resign at any time upon written notice thereof to the Athletic Director or Assistant Athletic Director. Unless otherwise specified in the notice, the resignation shall take effect upon receipt thereof, and the acceptance of such resignation shall take effect upon receipt thereof, and the acceptance of such resignation shall not be necessary to make it effective.

### Removal

A Board Member may be removed, with or without cause, at any duly constituted meeting of the Board, by the affirmative vote of a two-third (2/3) majority of then-serving Board Members.

### Meetings

The Board's regular meetings may be held at such time and place as shall be determined by the Board. The Athletic Director (Chair of the Board) or any three (3) regular Board Members may call a special meeting of the Board with seven (7) days written notice provided to each Member of the Board. The notice shall be served upon each Board Member by a Board Secretary via hand delivery, email, fax, or text. The person(s) authorized to call such special meetings of the Board may also establish the place the meeting is to be conducted, so long as it is a reasonable place to hold any special meeting of the Board.

### Minutes

The Secretary(ies) shall be responsible for the recording of all Minutes of each and every meeting of the Board in which business may be transacted. However, in the event that the Secretary is unavailable, the Athletic Director (Chair of the Board) shall appoint an individual to act as Secretary at the meeting.

The Secretary, or the individual appointed to act as Secretary, shall prepare the Minutes of the meetings, which shall be delivered to C.H.A.O.S.C. to be placed in the Minute books. A copy of the Minutes shall be delivered to each Board member via regular mail, hand delivery, email, or fax within five (5) business days after the close of each Board meeting.

### Action by Written Consent

Any action required by law to be taken at a meeting of the Board, or any action that may be taken at a meeting of the Board, may be taken without a meeting if consent is given by all Board Members in writing. The number of Board Members in office must constitute a quorum for an action taken by unanimous written consent.

Such consent shall be placed in the Minute book of C.H.A.O.S.C. and shall have the same force and effect as a unanimous vote of the Board taken at an actual meeting. The Board Members' written consent may be executed in multiple counterparts or copies, each of which shall be deemed as an original for all purposes. In addition, facsimile signatures, electronic signatures, or other electronic "consent click" acknowledgments shall be effective as original signatures.

### Quorum

At each meeting of the Board, the presence of five (5) Members shall constitute a quorum for the transaction of business. If at any time the Board consists of an even number of Members and a vote is tied, then the vote of the Chair of the Board shall

be the deciding vote. The act of the majority of the Board Members serving on the Board and present at a meeting in which there is a quorum shall be the act of the Board, unless otherwise provided by the Articles of Incorporation, these Bylaws, or a law specifically requiring otherwise.

If a quorum is not present at a meeting, the Board Members present may adjourn the meeting without further notice until a quorum shall be present. However, a Board Member shall be considered present at any meeting of the Board if during the meeting he or she is present via telephone or web conferencing with the other Board Members participating in the meeting.

#### Voting

Each Board Member shall only have one vote and all votes are equal in power. One person filling two (2) positions shall have only one vote.

#### Proxy

Board Members shall not be allowed to vote by written proxy.

#### Board Member Attendance

An elected Board Member who is absent from three (3) consecutive regular meetings of the Board during a service year shall be encouraged to reevaluate his/her commitment to C.H.A.O.S.C. with the Athletic Director. The Board may deem a Board Member who has missed three (3) consecutive meetings without such a re-evaluation with the Athletic Director to have resigned from the Board.

### ARTICLE 6 – SUB-COMMITTEES

#### Creation of Sub-Committees

The Board may, by Resolution adopted by a majority of the Board Members then in office, provided that a quorum is present, designate one or more sub-committees to exercise all or a portion of the authority of the Board, to the extent of the powers specifically delegated in the resolution of the Board or in these Bylaws.

Each such sub-committee shall consist of at least two (2) or more Members and may also include persons who are not on the Board but whom the Board Members believe to be reliable and competent to serve in the specific sub-committee.

However, sub-committees that are exercising any authority of the Board must have at least one (1) Board Member. The Board may designate one or more alternative members of any sub-committee who may replace any absent member at any meeting of the Board. The appointment of members or alternate members of a sub-committee requires the vote of a majority of the Board Members then in office, provided that a quorum is present.

The Board may also designate one or more advisory sub-committees that do not have the authority of the Board. However, no sub-committee, regardless of Board resolution, may:

- a) Approve of any action that, pursuant to applicable law, would also require the affirmative vote of the Members of the Board if this were a membership vote.
- b) Fill vacancies on the Board or remove any Members of the Board or any sub-committee that has the authority of the Board.
- c) Amend or repeal the Articles of Incorporation or the Bylaws.
- d) Adopt new Bylaws.
- e) Amend or repeal any resolution of the Board that by its express terms is not able to be amended or repealed.
- e) Appoint any other sub-committees of the Board or their Members.

Unless otherwise authorized by the Board, no sub-committee shall compel C.H.A.O.S.C. in any contract or agreement nor expend any C.H.A.O.S.C. funds.

#### Disciplinary Committee

The Disciplinary Committee consists of: the Athletic Director, the Assistant Athletic Director, each Sport Director, each sport's Secretary, each sport's Treasurer, and all Head Coaches. The Coach of the individual and any Disciplinary Committee member that is related by blood to the individual being disciplined must recuse themselves from the Disciplinary Committee for that particular proceeding.

The Disciplinary Committee can be called upon to handle any player and/or parent issues or conflicts after the first two conflict resolution steps (*i.e.*, a face-to-face meeting between the parties and a meeting between the parties mediated by the AD and two Board Members) have failed to yield a satisfactory conclusion. The Disciplinary Committee can also be called to meet regarding the enforcement of C.H.A.O.S.C.'s Codes of Conduct.

The Disciplinary Committee will also oversee the appeals process for Technical Fouls and Red Cards.

The process for handling any occasion on which a Saline County Warriors Athlete receives a Technical Foul or Red Card in any game shall be:

**First Offense: Warning.**

The Head Coach of the team to which the player belonged at the time of the issuance of the Technical Foul/Red Card will have full authority to decide if the player will be benched for the rest of that game or be allowed to continue playing.

At the end of the game, that Head Coach must inform the Athletic Director of the infraction and at that time he/she can either request a vote of the Disciplinary Committee to overturn the ruling or recommend to the Athletic Director that the ruling stand.

A Technical Foul/Red Card Report (attached and incorporated into these Bylaws as Exhibit "C") specifying the circumstances of the offense, the number offense it represents for the Athlete, and the consequences of the offense will be signed by the Head Coach, a second Disciplinary Committee Member, and the Athlete in question and will be placed in the Board's records

**Second Offense: Suspension.**

The Head Coach of the team to which the player belonged at the time of the issuance of the Technical Foul/Red Card will bench any player receiving a second offense for the rest of that game. If the ruling is not overturned, the player will be benched for the entirety of the next scheduled game.

At the end of the game in which the offense took place, the team's Head Coach must inform the Athletic Director of the infraction and at that time he/she can either request a vote of the Disciplinary Committee to overturn the ruling or recommend to the Athletic Director that the ruling stand.

A Technical Foul/Red Card Report (attached and incorporated into these Bylaws as Exhibit "C") specifying the circumstances of the offense, the number offense it represents for the Athlete, and the consequences of the offense will be signed by the Head Coach, a second Disciplinary Committee Member, and the Athlete in question and will be placed in the Board's records.

**Third Offense: Dismissal from C.H.A.O.S.C.**

The Head Coach of the team to which the player belonged at the time of the issuance of the Technical Foul/Red Card will bench any player receiving a third offense for the rest of that game.

At the end of the game, that team's Head Coach must inform the Athletic Director of the infraction and at that time he/she can either request a vote of

the Disciplinary Committee to overturn the ruling or recommend to the Athletic Director that the ruling stand.

A Technical Foul/Red Card Report (attached and incorporated into these Bylaws as Exhibit “C”) specifying the circumstances of the offense, the number offense it represents for the Athlete, and the consequences of the offense will be signed by the Head Coach, a second Disciplinary Committee Member, and the Athlete in question and will be placed in the Board’s records.

If a third offense stands, the Athlete can then be dismissed from C.H.A.O.S.C. without a refund of any fees or expenses.

### Addition of Sports

The addition of new sports to C.H.A.O.S.C. will be considered by the Board upon the presentation of a startup plan which should include:

- Rules and Regulations
- Location to practice
- Who will be their competitors
- How they will get officials
- Fees associated and what they will cover
- Proposed Uniform
- Statement of Faith
- Codes of Conduct

Each additional sport will require the election of a Director for that sport who will then be inducted to the Board. The C.H.A.O.S.C. Board has the authority to change C.H.A.O.S.C.’s structure for additional sports as C.H.A.O.S.C. expands and grows and may vote to elect Directors and Coaches for a new sport in order to facilitate its inaugural season.

## ARTICLE 7 – BOARD OFFICERS

### Officers and Duties

Officers of the Board shall include the Athletic Director (Chair of the Board), the Assistant Athletic Director (Vice Chair of the Board), a Secretary for each sport, a Treasurer for each sport, a Director for each sport, a Sponsorship Coordinator and any Concessions Coordinators, as well as any other officer as the Board may designate by Resolution.

The same person may hold any number of offices, except that neither the Secretary nor the Treasurer may serve concurrently as the Athletic Director or the Assistant Athletic Director. In addition to the duties in accordance with this Article, Officers

shall conduct all other duties typically pertaining to their offices and other such duties which may be required by law, C.H.A.O.S.C.'s Articles of Incorporation, or by these Bylaws. Officers shall be subject to the control of the Board and they shall perform any other such additional duties which the Board may assign to them at its discretion.

Candidates for Board positions must meet with C.H.A.O.S.C.'s currently serving Board before being voted on by C.H.A.O.S.C.'s participating families and shall serve the needs of C.H.A.O.S.C. and any specific sport they represent. Prospective candidates for the positions of Athletic Director, Assistant Athletic Director, and Sports Directors will be required to submit a recommendation from a leader in their church affirming the candidate's Christian character and that the doctrine of the church to which they belong does not contradict the C.H.A.O.S.C. Statement of Faith.

All Board Members have the right to resign at any time by providing notice in writing to the Athletic Director or Assistant Athletic Director, without bias or predisposition to all rights, if any, of C.H.A.O.S.C. under any contract to which said Board Member is a part. All resignations shall become effective upon the date on which the written notice of resignation is received or at any time later as may be specified within the resignation. Unless otherwise indicated within the written notice, a stated acceptance of the resignation shall not be required to make the resignation effective.

Any and all vacancies in any office because of death, resignation, disqualification, removal, or for any other cause, shall be filled in accordance with the herein prescribed Bylaws for regular appointments to such office.

#### Athletic Director (Chair of the Board)

It shall be the responsibility of the Athletic Director, when present, to preside over all meetings of the Board and Disciplinary Committee. The Board is authorized to execute, in the name of C.H.A.O.S.C., any and all contracts or other documents which may be authorized, either generally or specifically, by C.H.A.O.S.C., except when required by law that the Athletic Director's signature must be provided.

The duties of the Athletic Director are outlined in the *Saline County Warriors Board – Role Description – Athletic Director* which is attached and incorporated into these Bylaws as Exhibit "B".

#### Assistant Athletic Director (Vice Chair of the Board)

In the absence of the Athletic Director, or in the event of his/her inability or refusal to act, it shall be the responsibility of the Assistant Athletic Director to perform all the duties of the Athletic Director, and in doing so, he/she shall have all authority

and powers of and shall be subject to all of the restrictions of the position of Athletic Director.

The duties of the Assistant Athletic Director are outlined in the *Saline County Warriors Board – Role Description – Assistant Athletic Director* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Basketball Director

It shall be the responsibility of the Basketball Director, in general, to supervise and conduct all activities and operations of the basketball teams, subject to the control, advice, and consent of the Board. The Basketball Director shall keep the Board completely informed, shall freely consult with them in relation to all activities of C.H.A.O.S.C., and shall see that all orders and/or resolutions of the Board are carried out to the effect intended.

The duties of the Basketball Director are outlined in the *Saline County Warriors Board – Role Description – Basketball Director* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Basketball Secretary

The Basketball Secretary, or his/her designee, shall be the custodian of all records and documents of C.H.A.O.S.C., which are required to be kept in the Secretary’s possession and control, and shall act as Secretary at all meetings of the Board, and shall keep the minutes of all such meetings on file in hard copy or electronic format. S/he shall attend to the giving and serving of all notices of C.H.A.O.S.C. and shall see that the seal of C.H.A.O.S.C., if any, is affixed to all documents, the execution of which on behalf of C.H.A.O.S.C. under its seal is duly authorized in accordance with the provisions of these Bylaws.

The duties of the Basketball Secretary are outlined in the *Saline County Warriors Board – Role Description – Basketball Secretary* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Basketball Treasurer

It shall be the responsibility of the Basketball Treasurer to keep and maintain, or cause to be kept and maintained, adequate and accurate accounts of all the properties and business transactions of C.H.A.O.S.C., including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The Basketball Treasurer shall be responsible for ensuring the deposit of all funds and other valuables as may be designated by the Board. Furthermore, the Basketball Treasurer shall disburse, or cause to be disbursed, the funds of C.H.A.O.S.C., as may be ordered by the Board, and shall render to the Board, whenever requested,

an account of all the Basketball Treasurer's transactions as Treasurer and of the financial condition of the basketball teams.

The duties of the Basketball Treasurer are outlined in the *Saline County Warriors Board – Role Description – Basketball Treasurer* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Concessions Coordinator(s)

It shall be the responsibility of the Concessions Coordinator(s) to keep and maintain concession stand stock as well as oversee the safe operation of the concession stand during home games. The Concessions Coordinator(s) shall ensure that the kitchen facility is kept clean and orderly and shall make and implement all rules and regulations concerning the operation of the concession stand and shall ensure that all volunteers know and abide by said rules and regulations.

The Concessions Coordinator(s) shall have clearance to spend up to \$400.00 at one time to stock the concession stand without specific authorization from the Board.

The duties of the Concessions Coordinator(s) are outlined in the *Saline County Warriors Board – Role Description – Concessions Coordinator(s)* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Volleyball Director

It shall be the responsibility of the Volleyball Director, in general, to supervise and conduct all activities and operations of the volleyball teams, subject to the control, advice and consent of the Board. The Volleyball Director shall keep the Board completely informed, shall freely consult with them in relation to all activities of C.H.A.O.S.C., and shall see that all orders and/or resolutions of the Board are carried out to the effect intended.

The duties of the Volleyball Director are outlined in the *Saline County Warriors Board – Role Description – Volleyball Director* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Volleyball Secretary

The Volleyball Secretary, or his/her designee, shall be the custodian of all records and documents of the volleyball teams, which are required to be kept in the Secretary's possession and control, and shall act as Secretary at all meetings of the Board, and shall keep the minutes of all such meetings on file in hard copy or electronic format. S/he shall attend to the giving and serving of all notices of the volleyball teams and shall see that the seal of C.H.A.O.S.C., if any, is affixed to all documents, the execution of which on behalf of C.H.A.O.S.C. under its seal is duly authorized in accordance with the provisions of these Bylaws.

The duties of the Volleyball Secretary are outlined in the *Saline County Warriors Board – Role Description – Volleyball Secretary* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Volleyball Treasurer

It shall be the responsibility of the Volleyball Treasurer to keep and maintain, or cause to be kept and maintained, adequate and accurate accounts of all the properties and business transactions of the volleyball teams, including accounts of its assets, liabilities, receipts, disbursements, gains, losses, capital, retained earnings, and other matters customarily included in financial statements. The Volleyball Treasurer shall be responsible for ensuring the deposit of all funds and other valuables as may be designated by the Board. Furthermore, the Volleyball Treasurer shall disburse, or cause to be disbursed, the funds of the volleyball teams, as may be ordered by the Board, and shall render to the Board, whenever they request it, an account of all the Volleyball Treasurer's transactions as Treasurer and of the financial condition of the volleyball teams.

The duties of the Volleyball Treasurer are outlined in the *Saline County Warriors Board – Role Description – Volleyball Treasurer* which is attached and incorporated into these Bylaws as Exhibit “B”.

#### Sponsorship Coordinator

It shall be the responsibility of the Sponsorship Coordinator to develop and implement fundraising strategies, create fundraising plans, set financial goals, build and maintain donor relationships, organize and manage fundraising events for C.H.A.O.S.C.

The duties of the Sponsorship Coordinator are outlined in the *Saline County Warriors Board – Role Description – Sponsorship Coordinator* which is attached and incorporated into these Bylaws as Exhibit “B”.

### ARTICLE 8 – CONDUCT AND STANDARD OF CARE

#### General

A Board Member shall perform all the duties of a Board Member in such a manner as the Board deems to be in the best interest of C.H.A.O.S.C. and with such care, including reasonable inquiry, as an ordinary, prudent, and reasonable person in a similar situation may exercise under similar circumstances.

In the performance of the duties of a Board Member, he/she shall be entitled to rely on information, opinions, reports, or statements, including financial statements and other financial data, in each case prepared or presented by:

- a) One or more officers or employees of C.H.A.O.S.C. whom the Board Member deems to be reliable and competent in the matters presented; or
- b) Counsel, independent accountants, or other persons, as to the matters which the Board Member deems to be within such person's professional or expert competence.

Except as herein provided in *Article 8 – Conduct and Standard of Care*, any person who performs the duties of a Board Member in accordance with the above shall have no liability based upon any failure or alleged failure to discharge that person's obligations as a Board Member, including, without limitation of the following, any actions or omissions which exceed or defeat a public or charitable purpose to which C.H.A.O.S.C., or assets held by it, are dedicated.

#### Head Coaches

A Head Coach shall perform all the duties listed in the Head Coach Job Description (Exhibit B) in such a manner as the Board deems to be in the best interest of C.H.A.O.S.C. and with such care, including reasonable inquiry, as an ordinary, prudent, and reasonable person in a similar situation may exercise under similar circumstances.

All 14U – 18U Head Coaches have the authority to hold try-outs if he/she so chooses and to require athletes to be selected for a team prior to registration being completed.

#### Code of Conduct for Student Participants

By joining a Warriors sports team, student athletes understand and agree to uphold the following program rules:

- I understand that we have joined a competitive sports organization which means:
  - The Warriors try to accommodate as many players as possible and avoid tryouts unless absolutely necessary to allow players of various skill levels to participate, however at the high school level there is no guarantee of playing time.
  - The Warriors seek to put the most competitive team on the court, and although the coaches may work most of the players in the game, there may be games in which a player gets no playing time.
  - At the middle school level, the coaches are asked to make efforts to play each player at least one fourth of the time of the game but depending on the number of players on the team, this may not be possible and is not guaranteed.
- I will demonstrate attentiveness by listening to the instructions of coaches.
- I will demonstrate faithfulness by attending all practices and games.

- I will demonstrate respect by adhering to any dress codes.
  - The attire of student athletes should always be modest and non-offensive:
    - No midriff baring or halter tops.
    - No spandex shorts may be worn as athletic shorts. Spandex shorts may be worn underneath other shorts.
    - Shorts should be modest length. (When arms are at your sides, shorts should reach the tip of the thumb.)
    - No sagging of pants/shorts.
    - No jewelry of any kind may be worn during practices or games.
- I will demonstrate servanthood by assisting in clean-up/set-up when it is assigned to my team.
- I will demonstrate teachability by maintaining a positive, teachable attitude no matter how much playing time I receive, how fair I believe the officiating to be, and whether we win or lose.
- I will demonstrate unity by maintaining a positive presence on all social media and in all texting groups.
  - These forums are not the place to voice my frustrations about the Warriors, my teammates, and/or my coaches. Instead, I will use the Matthew 18 principle and directly approach the person with whom I have a grievance.
- I will demonstrate self-control by not participating in the use of profane language, alcohol, tobacco, or drugs.
- I will imitate Christ by controlling my emotions on the court and refusing to engage in unsportsmanlike conduct such as derogatory or antagonistic language and/or actions against my teammates and/or our opponents.

#### Code of Conduct for Adult Participants

By joining C.H.A.O.S.C., I understand and agree to uphold the following program rules:

- I understand that we have joined a competitive sports organization which means:
  - The Warriors try to accommodate as many players as possible and avoid tryouts unless absolutely necessary to allow players of various skill levels to participate, however at the high school level there is no guarantee of playing time.
  - The Warriors seek to put the most competitive team on the court, and although the coaches may work most of the players in the game, there may be games in which a player gets no playing time.
  - At the middle school level, the coaches are asked to make efforts to play each player at least one fourth of the time of the game but depending on the number of players on the team, this may not be possible and is not guaranteed.
- I will model leadership by supporting and assisting my athlete in following the Student Participants' Code of Conduct.

- I will model servanthood by fulfilling my obligation to volunteer for set-up, gate, concessions, and/or clean-up for all home games that are assigned to my student's team.
  - I understand that every homeschool activity is driven by the parents and homeschool sports is no exception, C.H.A.O.S.C. only thrives when everyone shares the work.
- I will model unity by maintaining a positive presence on all social media and in all texting groups.
  - These forums are not the place to voice my frustrations about the program, the team, and/or the coaches.
- I will model conflict resolution by following C.H.A.O.S.C.'s plan which follows the Matthew 18 principle:
  - The time to talk about conflict is not in the heat of the moment. Please do not approach a Coach with your frustration immediately before or immediately after a game or during practice. Take time to pray about the situation and then contact the Coach to set up a face-to-face meeting.
  - I will not discuss my grievances with anyone other than the parties involved and will do so in a respectful and loving manner with the goal of reconciliation.
  - If the meeting with the coach does not result in a satisfactory understanding or resolution, you may contact the Athletic Director to schedule a meeting with the coach and two Board Members who are not involved in the issue to ensure that each party is heard and respected.
- I will model self-control by refraining from the use of profane language, alcohol, or drugs at any practice, game, tournament, or other team event.
- I will model Christlikeness by controlling my emotions and refusing to engage in unkind or unsportsmanlike conduct such as derogatory or antagonistic language and/or actions toward any athlete, any sports official, any member of C.H.A.O.S.C., and/or any member of our opponent's organization.

### Indemnification

To the fullest extent permitted by law, C.H.A.O.S.C. shall indemnify its "agents," as described by law, including its Board Members, employees and volunteers, and including persons formerly occupying any such position, and their heirs, executors and administrators, against all expenses, judgments, fines, settlements, and other amounts actually and reasonably incurred by them in connection with any "proceeding," and including any action by or in the right of C.H.A.O.S.C., by reason of the fact that the person is or was a person as described in the Non-Profit Corporation Act. Such right of indemnification shall not be deemed exclusive of any other right to which such persons may be entitled apart from this Article.

C.H.A.O.S.C. shall have the power to purchase and maintain insurance on behalf of any agent of C.H.A.O.S.C., to the fullest extent permitted by law, against any

liability asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, or to give other indemnification to the extent permitted by law.

## ARTICLE 9 – EXECUTION OF CORPORATE INSTRUMENTS

### Execution of Corporate Instruments

The Board may, at its discretion, determine the method and designate the signatory officer or officers, or other person or persons, to execute any corporate instrument or document, or to sign the corporate name without limitation, except when otherwise provided by law, and such execution or signature shall be binding upon C.H.A.O.S.C.

Unless otherwise specifically determined by the Board or otherwise required by law, formal contracts of C.H.A.O.S.C., promissory notes, deeds of trust, mortgages, other evidences of indebtedness of C.H.A.O.S.C., other organization instruments or documents, memberships in other organizations, and certificates of shares of stock owned by C.H.A.O.S.C. shall be executed, signed, and/or endorsed by the Athletic Director, Assistant Athletic Director, Treasurer, and Secretary.

All checks and drafts drawn on banks or other depositories on funds to the credit of C.H.A.O.S.C., or in special accounts of C.H.A.O.S.C., shall be signed by such person or persons as the Board shall authorize to do so.

### Loans and Contracts

No loans or advances shall be contracted on behalf of C.H.A.O.S.C. and no note or other evidence of indebtedness shall be issued in its name unless and except as the specific transaction is authorized by the Board.

C.H.A.O.S.C. shall not make any loan of money or property to, or guarantee the obligation of, any Board Member; provided, however, that C.H.A.O.S.C. may advance money to a Board Member of C.H.A.O.S.C. or any subsidiary for expenses reasonably anticipated to be incurred in the performance of the duties of such Board Member so long as such individual would be entitled to be reimbursed for such expenses absent that advance.

Without the express and specific authorization of the Board, no officer or other agent of C.H.A.O.S.C. may enter into any contract or execute and deliver any instrument in the name of and on behalf of C.H.A.O.S.C.

## ARTICLE 10 – RECORDS AND REPORTS

Maintenance and Inspection of Articles and Bylaws

C.H.A.O.S.C. shall keep at its principal office the original or a copy of its Articles of Incorporation and Bylaws as amended to date, which shall be open to inspection by the Board Members at all reasonable times during office hours.

Maintenance and Inspection of Federal Tax Exemption Application and Annual Information Returns

C.H.A.O.S.C. shall keep at its principal office a copy of its federal tax exemption application and its annual information returns for three years from their date of filing, which shall be open to public inspection and copying to the extent required by law.

Maintenance and Inspection of Other Corporate Records

C.H.A.O.S.C. shall keep adequate and correct books and records of accounts and written Minutes of the proceedings of the Board and any sub-committees. All such records shall be kept at a place or places as designated by the Board, or in the absence of such designation, at the principal office of C.H.A.O.S.C. The Minutes shall be kept in written or typed form, and other books and records shall be kept either in written or typed form or in any form capable of being converted into written, typed, or printed form. Upon leaving office, each Board Member of C.H.A.O.S.C. shall turn over to his/her successor or the Athletic Director, in good order, such C.H.A.O.S.C. funds, books, records, Minutes, lists, documents, contracts, or other property of C.H.A.O.S.C. as have been in the custody of such Member during his/her term of office.

Every Board Member shall have the absolute right at any reasonable time to inspect all books, records, and documents of every kind and the physical properties of C.H.A.O.S.C. The inspection may be made in person or by an agent or attorney and shall include the right to copy documents.

Preparation of Annual Financial Statements

C.H.A.O.S.C. shall prepare annual financial statements using generally accepted accounting principles. C.H.A.O.S.C. shall make these financial statements available to the Arkansas Attorney General and members of the public for inspection no later than 30 days after the close of the fiscal year to which the statements relate.

Reports

The Board shall ensure an annual report is sent to all Members within 30 days after the end of the fiscal year of C.H.A.O.S.C., which shall contain the following information:

- a) The assets and liabilities, including trust funds, of this corporation at the end of the fiscal year.

- b) The principal changes in assets and liabilities, including trust funds, during the fiscal year.
- c) The expenses or disbursements of C.H.A.O.S.C. for both general and restricted purposes during the fiscal year.
- d) The information required by Non-Profit Corporation Act concerning certain self-dealing transactions involving more than \$50,000 or indemnifications involving more than \$10,000 which took place during the fiscal year.

The report shall be accompanied by any pertinent report from an independent accountant or, if there is no such report, the certificate of an authorized officer of C.H.A.O.S.C. that such statements were prepared without audit from the books and records of C.H.A.O.S.C.

#### ARTICLE 11 – FISCAL YEAR

The fiscal year for C.H.A.O.S.C. shall end on March 31.

#### ARTICLE 12 – AMENDMENTS AND REVISIONS

##### Bylaws

For these Bylaws to be amended, a draft of all changes must be distributed to the Board Members for review and the proposed amendment must receive the affirmative vote of a two-third (2/3) majority of the then-serving Board.

##### Statement of Faith

For the Statement of Faith to be amended, a draft of all changes must be distributed to the Board Members for review and the proposed amendment must receive the affirmative vote of a two-third (2/3) majority of the then-serving Board.

#### ARTICLE 13 – CORPORATE/ORGANIZATION SEAL

The Board may adopt, use, and alter a corporate/organization seal. The seal shall be kept at the principal office of C.H.A.O.S.C. Failure to affix the seal to any C.H.A.O.S.C. instrument, however, shall not affect the validity of that instrument.

#### ARTICLE 14 – CONSTRUCTION AND DEFINITIONS

Unless the context otherwise requires, the general provisions, rules of construction, and definitions contained in the Non-Profit Corporation Act as amended from time to time shall govern the construction of these Bylaws.

Without limiting the generality of the foregoing, the masculine gender includes the feminine and neuter, the singular number includes the plural, the plural number includes the singular, and the term "person" includes an organization as well as a natural person.

If any competent court of law shall deem any portion of these Bylaws invalid or inoperative, then so far as is reasonable and possible (i) the remainder of these Bylaws shall be considered valid and operative, and (ii) effect shall be given to the intent manifested by the portion deemed invalid or inoperative.

CERTIFICATE OF SECRETARY

I, Reed Coates, certify that I am the current elected and acting Secretary of the benefit Organization (C.H.A.O.S.C.), and the above bylaws are the Bylaws of C.H.A.O.S.C.as adopted by the Board on February 19, 2026, and that they have not been amended or modified since the above.

***EXECUTED*** on this \_\_\_\_ day of \_\_\_\_\_, 20\_\_ in the County of Saline in the State of Arkansas.

\_\_\_\_\_  
(Duly Elected Secretary)

\_\_\_\_\_  
(Duly Elected Athletic Director)

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Printed Name