



Denver Gay & Lesbian Flag Football League, Inc.
Bylaws

Created 2010

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Denver Gay and Lesbian Flag Football League

BYLAWS

I. ORGANIZATION

These bylaws set the rules for the 501(c)(3) organizations known as the Denver Gay & Lesbian Flag Football League (DGLFFL)

2. PRELIMINARY

In these rules, unless the context otherwise requires:

- (a) The singular includes the plural and vice versa.
- (b) “Board” means the governing body of the DGLFFL and is comprised of “Directors” as stated in Section 8.
- (c) “Member” means a member officially registered with the organization as stated in Section 4.2.
- (d) “Register” means the register of members including relevant information.
- (e) “Month” means calendar month.
- (f) “Season” means the official start of activities associated with the spring or fall flag season, on a date designated and published by the Board.
- (g) “Year” means the DGLFFL financial year beginning on January 1 and ending on December 31.

3. MISSION

To foster community through sport and to promote positive social and athletic enjoyment of flag football among the gay, lesbian, bisexual, transgender, and straight allies living in the greater Denver area.

4. JOINING THE DGLFF

4.1 Members

Any person who is aged twenty-one years or older and who is interested and/or engaged in flag football, athletics, fellowship, recreation, the enjoyment of athletics, and in pursuing the mission of the DGLFFL may apply for membership

4.2 Membership

A member of the league is any individual who completes the league registration, liability, and photographic waiver form, and participates in the league in a manner consistent with these bylaws.

4.3 “Participation” Defined

For the purposes of these bylaws, “participation” shall mean the contribution to the league by means of joining and playing on a league team, serving as a captain for a league team, acting as an officiating referee, serving on the Board of Directors, or by any other means as established by the Board. To participate in the league in the form of joining and playing on a league team, a member must pay the then in place registration fee for each season for which the member wishes to play except as provided in section 7.1.1. The Board, in its discretion, may create a non-playing membership category.

4.4 Rejected Memberships

An application for membership may be rejected if the Board, by majority vote, determines that the applicant does not fully support the aims and objectives of the DGLFFL, or for any other reason supported by a majority vote of the Board. Where the Board votes to reject an application, the Commissioner must inform the applicant of the reason for rejection. Rejected applicants may ask for reconsideration at the next meeting of the Board by the process outlined in Section 4.5.

4.5 Reconsideration and Appeals Process

An individual whose membership is rejected shall have the right to ask the Board for reconsideration of that rejection. At the next Board meeting, the individual shall have the right to present their case, including any reasons why the Board erred in rejecting the person’s membership. The individual shall have the right to bring up to two witnesses to speak on their behalf. The Board shall then take another vote to either affirm or reverse its previous action within one month of meeting with the individual who is asking for reconsidering or appealing a previous decision.

This same process shall apply to individuals who are dismissed from the league, and individuals who are disciplined by the league.

5. CESSATION OF MEMBERSHIPS

5.1 Resignation

A member may elect to terminate their membership in the DGLFFL at any time by notifying the Board in writing of their resignation from the league.

5.2 Dismissal

The Board reserves the right to remove a member from league membership if that member is found to be in gross conflict with the mission of the league. Dismissal of a member requires a two-third majority vote by the Board. The individual dismissed by the Board shall have the right to ask the Board for reconsideration of the dismissal by the same process outlined in Section 4.5.

5.3 Term of Membership

Membership in the league will extend for one (1) season beyond the season for which the last waiver form was signed and executed except as provided in Sections 5.1 or 5.2. After this time membership in the league will automatically cease unless new league registration, liability, and photographic waiver forms are completed, and the individual resumes participation in the league as provided in Section 4.2.1.

6. LIABILITIES

6.1 Liability of Members

The liability of a member of the DGLFFL to contribute towards the payment of the debts and liabilities of the DGLFFL or the costs, charges, and expenses of dissolving the DGLFFL is limited to the amount of the seasonal membership fee. League members will not be responsible for any outstanding debt of the DGLFFL beyond this membership fee.

6.2 Liability of DGLFFL

The DGLFFL is not responsible for any obligations or liabilities of its members.

7. FINANCES

7.1 Amounts Payable

The seasonal membership fee payable by a member will be set by a majority vote of the Board prior to the start of the next season. The Board may vote to allow for varying fees based on a member's level of participation.

7.1.1 Inability to Pay

If an individual wishing to join the league is unable to pay the seasonal registration fee then in place, the Board may, in its discretion, waive or defer the individual's registration fee for that season. In determining whether to waive an individual's registration fee, the Board will consider alternatives to payment, including, but not limited to, volunteer work for the benefit of the league. Individuals wishing to have their registration fee waived or deferred must inform the Commissioner in writing of their desire to join and inability to pay within two weeks before registration occurs.

7.2 Other Fees

The Board, by a majority vote, may determine additional fees as necessary.

7.3 Budget

The Director of Finance, in coordination with the Commissioner as well as members of the Board, shall prepare an annual budget and make available for viewing to any Board member upon a reasonable request.

8. DGLFFL LEADERSHIP – THE BOARD

8.1 Composition

The affairs and management of the DGLFFL shall be under the control of the Board, which shall consist of the officers indicated under this Section. Board positions may be created or removed by a two-thirds majority vote of the Board at any meeting of the Board. Any Board member or Board position may be removed at any time with or without cause by a vote of two-thirds of the Board then in office, including the one being considered for removal.

In the event of a vacancy, the Commissioner shall nominate a replacement within a reasonable time of the vacancy occurring. The Board must then approve the nomination(s) by majority vote. If the Board does not vote in favor of the Commissioner's nominated candidate, then the Commissioner shall call a special election to fill the vacancy. Once approved by the Board or by a vote of the League, the new Board member shall serve out the remainder of the term of the Board member who was removed or resigned.

If the vacancy occurs within three months of the conclusion of the removed Board member's term, or within three months of the conclusion of the Commissioner's term, the Commissioner can choose not to nominate a replacement candidate.

8.2 Positions and Roles

The DGLFFL's leadership will consist of a Commissioner and not fewer than eight (8) Board members. These Board members will organize, delegate, and participate in the activities of the league. Each Board member has the authority to vote on all matters related to the league while the Commissioner only votes in the event of a tie vote among Board members. In consideration for their service to the league, the Commissioner and Board members may elect to have their seasonal membership fee waived during their terms. Additionally, the Commissioner and Board members can receive funding for expenses necessary to perform their duties, including, but not limited to, meals and lodging for Board meetings and retreats. Otherwise, neither the Commissioner nor Board members shall receive any compensation from the league. All current Board shall be listed in Appendix A of these Bylaws. This Appendix A shall be updated automatically, without need for a vote of the Board.

8.2.1 Commissioner's Duties and Responsibilities

The Commissioner's duties are listed as follows by may be changed by a majority vote of the Board:

- 8.2.1.1 Set the mission and agenda for the league and drive its long-term vision.
- 8.2.1.2 Coordinate with the Board to ensure successful implementation of programs, projects, initiatives, and other league matters—this includes communicating with Board members on their goals, timelines, and budgets, and providing support to each Board position to ensure that responsibilities are met in a timely manner.
- 8.2.1.3 With consultations and input from applicable Board positions, develop and maintain Board and league calendar.
- 8.2.1.4 Manage annual/monthly board meetings and facilitation of group discussion, and chair meetings of the Board.
- 8.2.1.5 Communicate official Board messaging to league membership on behalf of the Board, including the semiannual State of the League address.
- 8.2.1.6 Coordinate with the Director of Finance to ensure that the league's annual budget is created in a manner that comports with the goals and missions of the DGLFFL.
- 8.2.1.7 Serve as City Leader and primary point of contact for the National Gay and Lesbian Flag Football League on official league matters.
- 8.2.1.8 Serve as Liaison between the Board and travel team leadership.
- 8.2.1.9 Serve as spokesperson for the league with the press.
- 8.2.1.10 Ensure that league operations, procedures, voting, and other matters are consistent with the organization's bylaws.

8.2.1.11 Nominate replacement Board members in the event of a vacancy.

8.2.1.12 Facilitate the removal of any league member in compliance with the league's bylaws.

8.2.2 Term of Commissioner

The Commissioner will hold office for a period of 2 years. The term may be automatically extended in two-year increments if no other member eligible to run for the position timely submits their name for consideration. The Commissioner may submit their name for consideration for reelection if other eligible members have timely submitted their name for consideration for the position.

8.2.3 Resignation or Removal of Commissioner

The Commissioner may resign in writing to the Board. If the Commissioner ceases to be a member of DGLFFL, he or she shall be deemed to have resigned as Commissioner. The Board may appoint a replacement with a two-thirds majority vote to fill the vacancy. The replacement will serve out the term of the Commissioner he or she is replacing. The Commissioner may be removed at any time with or without cause by a three quarters majority vote of the Board, with all Board members present and voting, with none abstaining or voting present.

8.2.4 The Board's Duties and Responsibilities

The Board's duties include, but are not limited to, as follows, and may be amended by majority vote of the Board:

8.2.4.1 Assist and support the Commissioner in securing both resources and members necessary to conduct the operations of the DGLFFL

8.2.4.2 Develop and amend bylaws with two-thirds majority vote

8.2.4.3 Provide final decisions on league timelines, budgets, and related league operations

8.2.4.4 Provide financial oversight to ensure proper expenditure of league resources

8.2.4.5 Remove problematic league players and team captains, based on the league bylaws

8.2.5 Director of Captains and Leadership: Duties and Responsibilities

8.2.5.1 Develop and organize pre-season skills clinics for league members.

8.2.5.2 Recruit team captains in cooperation with the Commissioner

and the Board.

8.2.5.3 Recruit quarterbacks in cooperation with the Commissioner and the Board.

8.2.5.4 Educate team captains on their duties and responsibilities through individual mentoring and leadership development events such as preseason captains' meetings.

8.2.5.5 In preparation for the Draft, work with the Director of League Operations and the Board to facilitate the quarterback draft and determine captain/quarterback draft groupings.

8.2.5.6 Maintain communication with team captains throughout the season, including relaying important Board communications and announcements, serve as the liaison for all captains to the Board for any discussion topics within the league that captains would like to address, and checking in with captains to ensure goals and responsibilities are met.

8.2.5.7 Work with captains to ensure that all teams are adhering to the league mission and vision, including but not limited to sportsmanship, community building, and equity in participation and development.

8.2.5.8 Coordinate support & development events for league members (i.e., New Player Orientation and Skills Clinic) in coordination with Director of Member Engagement and Outreach.

8.2.6 Director of Information Technology: Duties and Responsibilities

8.2.6.1 Coordinate with the Commissioner and the Board on providing the appropriate long- term content for the website (i.e., "About Our League" and "Resources" website pages).

8.2.6.2 Update the website to provide updates to the current league season including, but not limited

to game schedules, scores and results, standings, events, updates and any pertinent information deemed appropriate by the Commissioner or the Board

8.2.6.3 Maintain current league management application/platform (i.e., SportsEngine), which includes, but is not limited to, updating team names/logos, importing season schedules, and updating weekly scores.

8.2.6.4 Train other Board members on the use of the league management application/platform.

8.2.6.5 Create current season registration within the league management application/platform and test to facilitate successful registration of player each season, allowing sufficient time for testing before the go-live date

8.2.6.6 Ensure all players have completed their registration, are eligible for membership, and have paid all dues prior to participating in games for the applicable season

8.2.6.7 Work in conjunction with the Director of League Operations and Director of Captains & Leadership to run the draft from the technical side and ensure the draft is tracked correctly and that each player is correctly assigned to teams

8.2.7 Director of Finance: Duties and Responsibilities

8.2.7.1 Serve as Treasurer for the DGLFFL including: overseeing the league's bank accounts, managing relationships with financial institutions, facilitating audits of the league's finances, assisting with long-term financial planning for the league, and overseeing the process for expense reimbursement.

8.2.7.2 Develop the DGLFFL budget in coordination with the Commissioner and the Board

- 8.2.7.3 Approve in advance all expenses above \$100.
- 8.2.7.4 Pay all debts incurred by the DGLFFL that comport to the limitations contained in these bylaws
- 8.2.7.5 Maintain monthly account ledgers for all income and expenses paid related to the league
- 8.2.7.6 Provide regular financial reports to the Commissioner and Board, including monthly summaries and annual financial statements
- 8.2.7.7 Provide tax documentation for tax filing purposes to any party as needed.
- 8.2.7.8 Ensure that the league's taxes are filed annually.
- 8.2.8 Director of Member Engagement and Outreach: Duties and Responsibilities
 - 8.2.8.1 Execute strategies to engage league members in coordination with the Board.
 - 8.2.8.2 Ensure that engagement strategies are designed to reach all league members through a dedication to Diversity, Equity, and Inclusion; Develop programming to make the league more equitable and inviting for all players.
 - 8.2.8.3 Coordinate support & development events for league members (i.e., New Player Orientation and Skills Clinic) in coordination with Director of Captains and Leadership.
 - 8.2.8.4 Execute weekly communication through newsletter, social media, or other outlets, as appropriate, for notifications to members concerning games, events, and other updates.
 - 8.2.8.5 Send condolence and get-well cards/gifts to persons other than sponsors as appropriate.
 - 8.2.8.6 Conduct engagement surveys for league

membership and prepare results for the Commissioner and the Board.

8.2.8.7 Coordinate Team Awards at the end of each season.

8.2.8.8 Monitor and respond to Season Feedback forms and notify the Commissioner and Board members of relevant feedback.

8.2.8.9 Develop partnerships with non-profit organizations to establish volunteer opportunities for league members; increase presence and recognition of the league's outreach efforts by way of newsletter, website, social media, and other outputs.

8.2.9 Director of Legal Affairs: Duties and Responsibilities

8.2.9.1 Serve as General Legal Counsel for the DGLFFL.

8.2.9.2 Solicit, compile, and distribute consent agenda items in advance of board meeting.

8.2.9.3 Circulate meeting agendas in advance of Board Meetings.

8.2.9.4 Maintain written minutes of Board Meetings and log into the appropriate file for the DGLFFL historical record.

8.2.9.5 Work with the Director of Finance to ensure the DGLFFL and its umbrella organizations comply with the federal, state, and local requirements for 501(c)(3) non-profit organizations.

8.2.9.6 Work with the Commissioner and other Board members to develop and implement a semi-annual scholarship program to provide scholarship awards to local LGBT athletes in compliance with federal 501(c)(3) regulations.

8.2.9.7 Act as the registered agent of the league for all legal matters.

8.2.9.8 Update liability and media waiver forms as necessary.

8.2.9.9 Coordinate with the Commissioner and Director of Finance on league event insurance.

8.2.9.10 File paperwork necessary to maintain the League's non-profit status, in coordination with the Director of Finance.

8.2.9.11 Draft and update sponsorship agreement packets in coordination with the Commissioner, Directors of

Sponsorship & Events, and Director of Finance.

8.2.9.12 Maintain and update the league's bylaws.

8.2.9.13 Maintain a "parking lot" of unresolved issues and items a board member would like to discuss in a future meeting.

8.2.10 Director of Referees and Officiating: Duties and Responsibilities

8.2.10.1 Develop prospective referees from a pool of league members

8.2.10.2 Interview prospective referees and ensure they are appropriate for utilization

8.2.10.3 Coordinate with the Director of Finance as well as the Commissioner on creating seasonal referee budgets and ensure that referees are compensated through RefPay.com or as otherwise agreed upon

8.2.10.4 Interface with hired referees, including, but not limited to, facilitating payment, training and teaching DGLFFL and NGFFL rules

8.2.10.5 Coordinate with Commissioner for removal of referees for misconduct or ineffectiveness in their position

8.2.10.6 Ensure the scorecard and play clock are manned each game

8.2.10.7 Ensure appropriate personnel are scheduled and available for each game

8.2.10.8 Coordinate with Director of Member Engagement and Outreach to determine Referee of the Season Award.

8.2.10.9 Maintain the official league rulebook, including rules that differ from the National Gay Flag Football League.

8.2.11 Director of Sponsorship: Duties and Responsibilities

8.2.11.1 Coordinate with the Commissioner and the Director of Legal Affairs on updates to sponsorship packets.

- 8.2.11.2 Ensure timely signing of sponsorship agreements and prompt collection of payments in collaboration with the Commissioner and Director of Finance.
- 8.2.11.3 Connect sponsors with Director of Finance so that invoices may be issued to sponsors
- 8.2.11.4 Actively identify, pursue, and secure new sponsorship opportunities with input from the Commissioner and the Board.
- 8.2.11.5 Develop and maintain relationships with existing sponsors to ensure ongoing support and long-term partnerships including, but not limited to, thank-you notes, phone calls, updates on league play, and request to join league members at socials.
- 8.2.11.6 Regularly evaluate the effectiveness of sponsorships and report on metrics such as sponsor engagement and sponsor satisfaction (and league satisfaction of sponsors) to the Board.
- 8.2.11.7 Ensure that sponsorship agreements are fully activated and deliver promised benefits to sponsors, and that sponsors deliver required items to the league.
- 8.2.11.8 Work with Director of Legal Affairs to ensure all sponsorship activities comply with league policies and contractual obligations and maintain accurate records of all sponsorship agreements and interactions.
- 8.2.11.9 Solicit Ongoing in-kind donations for Team Swag Bags, event giveaways, and to reduce costs in support of the player experience.

8.2.12 Director of Events: Duties and Responsibilities

- 8.2.12.1 In coordination with the Commissioner and the Board, organize social functions before, during, and at the conclusion of each season.
- 8.2.12.2 Develop and maintain a calendar of league social events throughout the current year.
- 8.2.12.3 Coordinate with the Director of Sponsorship to ensure that events are held at sponsor businesses in accordance with sponsor agreements

8.2.12.4 Coordinate with Commissioner and Director of Finance to ensure that all events are conducted within financial parameters

8.2.12.5 Drive attendance to events, including the promotion of them through Facebook events and working with the Director of Engagement and Director of Media on other advertising.

8.2.12.6 Work with sponsors and applicable Board members to ensure that events are set up with sufficient space, chairs/tables, room audio and video equipment, and food (if applicable)

8.2.12.7 Ensure that league all official league events will have Board presence.

8.2.12.8 Identify photographer for league events and manage that relationship to ensure that events specified by the Commissioner and the Board have photography.

8.2.12.9 If approved by the Board, register for and coordinate participation in Pride parade and programming.

8.2.13 Director of Field Operations and Logistics: Duties and Responsibilities

8.2.13.1 Research and secure playing fields, obtain permits and coordinate payment with Director Finance and Commissioner.

8.2.13.2 Coordinate with Director Finance and Commissioner on budget for needed field equipment and supplies.

8.2.13.3 Interface with field owners/mangers on rule and regulations of field.

8.2.13.4 Order and distribute footballs, cones, and flags in cooperation with Commissioner and the Board.

8.2.13.5 Subject to review by the Director of Legal Affairs, obtain appropriate waivers for the fields that address both the City and DGLFFL legal concerns.

8.2.14 Director of League Operations: Duties and Responsibilities

8.2.14.1 Develop and organize the league draft and

draft packets with coordination of the Commissioner, the Director of Captains and Leadership, and other individuals agreed to by the Board.

- 8.2.14.2 In coordination with the Board, spearhead the logistical aspects of the Draft Day process, including communicating draft positions and draft process to captains, coordinating timing of captain picks, assigning roles to board members and helpers, and ensuring smooth execution of the draft.
- 8.2.14.3 Develop and organize regular season games and playoff schedules.
- 8.2.14.4 Maintain roster of prospective players (“wait listed”) once a season commences and communicate with these players regarding possible openings.
- 8.2.14.5 Track, refund, and invoice players registration fees in accordance with league policies set by the Board in coordination with the Director of Captains & Leadership and Director of Finance.
- 8.2.14.6 Provide Director of Information and Technology and Digital Media weekly updates on team scores to be posted to the league website.
- 8.2.14.7 Once the regular season is complete ensure that records are correct and work in collaboration with the Commissioner and the Board to determine the playoff seeding and bracket. Update any changes to the playoff seeding or bracket determination in the playoff/seeding document.
- 8.2.14.8 In coordination with the Commissioner, order gifts and prizes for the end-of-season.
- 8.2.14.9 Update DGLFFL trophy with season winners.
- 8.2.14.10 Identify photographer for regular season and playoff games and manage that relationship to ensure that all teams have photos by the end of the season. The number of

games photographed per team shall be determined in coordination with the Commissioner and the Board.

8.2.15 Director of Media and Marketing: Duties and Responsibilities

- 8.2.15.1 Develop and execute creative media campaigns to grow the league and direct potential sponsorships to the Director of Sponsorships.
- 8.2.15.2 Organize the purchase and distribution of league athletic wear in coordination with the Commissioner and the Director of Finance.
- 8.2.15.3 Manage the league storefront in coordination with the Commissioner and the Board.
- 8.2.15.4 Develop and manage relationships with media outlets and ensure that media outlets are aware of season/league activities.
- 8.2.15.5 Post, manage & drive strategy for the DGLFFL's presence on social media platforms.
- 8.2.15.6 Maintain the organizations' social media calendar and monitor all social media post messages and direct messages.
- 8.2.15.7 In coordination with the Commissioner and the Board, provide artistic direction on re-designs of website, logo, and items of a similar nature.

8.3 Term

Board members will hold office for a period of 2 years. Elections will take place in accordance with the schedule set forth in 9.2.2, below. A Board member may choose to run for their respective seat after their term has expired by notifying the Commissioner in writing of their desire to run during the designated period set for elections. If the respective Board member runs unopposed, that Board member will continue to serve in their capacity for another 2-year term. All Board members will be presented to the League Membership for a vote regardless if they run unopposed. If the Commissioner runs unopposed after his term has expired, s/he may elect to retain her/his position as Commissioner without the need for an official vote by the League Membership.

8.4 Resignation

Any Board member may resign by expressing their desire to do so in writing to the Commissioner. Any Board member who fails to participate in the league for two consecutive seasons shall be deemed to have resigned from the Board. "Participation" for these purposes means failure to perform the duties of the position for which the Board member was elected. The Commissioner shall nominate a replacement Board member in the manner consistent with Section 8.1. The newly appointed Board member shall serve out the remainder of the term of the Board member who resigned.

9. ELECTIONS

9.1 Eligibility to Run for and/or Serve on the Board

Any active member of the league, as defined by Section 4.2, may run for a position on the Board by submitting in writing their name to the Commissioner before the designated time for elections.

9.1.1 Eligibility for Commissioner

In addition to the requirements set forth in 9.1, the Commissioner candidate must have previously served on the Board for at least one full season without having been removed or having resigned, and been in good standing or be a current Board member for a minimum of one year prior to running for the position within good standing.

9.1.2 Eligibility for Director of Finance

The appointee must have a background or current experience in accounting and/or finance and must successfully pass, in the majority determination of the Board, a background screening performed by an authorized consumer reporting agency.

9.1.3 Eligibility for Director of Legal Affairs

In addition to the requirements set for in 9.1, the Director of Legal Affairs candidate must be licensed to practice law in the State of Colorado.

9.2 Election Schedule

9.2.1 Time of Elections

Eligible candidates wishing to run for the Board or Commissioner must submit their name for consideration as set out in Section 9.1 by 8:00 pm on the Sunday of the second scheduled game of official play in the fall season. Elections will begin at 8:00 pm on the Sunday of the fifth scheduled game of official play in the fall season and will end after seven (7) days at 8:00 pm the following Sunday.

9.2.2 Staggered Elections

The Commissioner shall be elected/re-elected in odd years. Board positions will be up for election/re-election every year, as follows:

- Positions up for election in even years:
 - Director of Legal Affairs
 - Director of Captains & Leadership
 - Director of Sponsorship
 - Director of Finance
 - Director of Referees & Officiating
 - Director of Media and Marketing
- Positions up for elections in odd years:
 - Director of Events
 - Director of Member Engagement & Outreach
 - Director of Field Operations & Logistics
 - Director of Information Technology
 - Director of League Operations

9.3 Who May Vote

Any active member, as defined in Sections 4 and 5, is eligible to vote for the election of all Board members.

9.4 Manner of Election

If only one or two candidates register to run for a position, the election for that position shall utilize a first-past-the-post method of voting, where each voter can vote for a single candidate only.

If three or more candidates register to run for a position, the election for that position shall utilize an instant runoff method of voting. Each voter shall have the option of ranking each candidate in their order of preference, though the voter shall not be required to rank any or all candidates. Whichever candidate receives the least amount of first preference votes will be eliminated, those voters who ranked the eliminated candidate first shall have their votes redistributed to their second preferences. This process will continue until a candidate attains a majority of the remaining votes.

9.5 Election Transparency

The DGLFFL is committed to fair and transparent elections. To ensure this process is kept safe, fair, and consistent, the following procedures will be utilized for any election (both during regular and special elections) that takes place.

The entire board, including the Commissioner, but excluding any Board members running for any position in that election, shall have the ability to view voting results (both ongoing and final results) at any time, from the time election voting opens until two weeks after results are announced to active members. The Director of Communications shall document all requests by Board members to view ongoing and final voting results. Board members viewing election results may not share the results, in any shape or form, with

other members of the League, including candidates in the election. If any Board member shares results in violation of this section, the Board may take appropriate disciplinary action.

Results should be confirmed and certified by the Commissioner (if not running), the Director of Legal Affairs (if not running) and a third member of the Board (as chosen by a vote of the majority of the Board by the time voting closes). If the Commissioner or Director of Legal Affairs is running that election, the Board shall appoint a replacement Board member (as chosen by a vote of the majority of the Board by the time voting closes) to confirm and certify the election results in their place.

Once candidates are informed of the results, they must keep the results confidential until those results are announced to the entire League. If any candidate fails to do so, the Board may enact reasonable consequences, by majority vote. Election results will be kept for two years and any candidate that ran in that election may request results during those two years.

10. MEETINGS

10.1 Annual Address

The DGLFFL's annual address shall be delivered anytime within the calendar year in writing or in person, at the discretion of the Commissioner. If delivered in person, all members of the league shall be invited, with advance notice regarding time and location. The content of the address shall be determined within the discretion of the Commissioner and may include, but need not be limited to, the state of the league, league finances, the Commissioner's/Board's visions for the league, and any other pressing league business.

10.2 Board Meetings

The Board shall meet on the first Monday of each calendar month, or another day as selected by the Board, to conduct the business of the DGLFFL. Additionally, the Board may choose to discuss and vote on additional league related matters via email, Facebook, or other similar forums in a manner that provides adequate notice of the issue and a reasonable timeframe for Board members to respond and cast their respective votes. One meeting each season shall be open to community forum from all members in the league.

10.3 Commissioner's Absence

In the absence of the Commissioner, the Commissioner shall appoint from the Board a person to preside as chairperson at the meeting.

10.4 Notice and Quorum

The Commissioner shall give at least 7 days' notice for a Board meeting (10 days for annual meetings). The quorum for the annual meeting shall consist of the members in attendance. The quorum for all Board meetings shall be at least 50% of the Board.

10.5 Votes

Each member shall have a single vote on any league issue that is brought forth by the Board. Each Board member shall have one vote for each issue with the exception of the Commissioner. Except otherwise provided by these bylaws, a majority vote by the present members of the Board is necessary to pass motions. A vote of "abstention" by a member of the Board shall not count towards the number needed to pass a motion. The Commissioner will only vote in the event of a tie vote from the then present and voting Board members.

10.6 Voting by Electronic Means

If the Board decides to vote on any league issue outside of a noticed and scheduled Board meeting, the vote and discussion of the league issue may be performed electronic means, as selected by the Board. For this, a member of the Board may submit a motion by the means selected by the Board in a manner by which all other Board members can view the motion. The Board member submitting the motion must wait until all other members of the Board have responded with their vote. If, after twelve (12) hours after the motion has been submitted, any Board member has not responded with their vote, the member who originally submitted the motion must notify the non-responsive Board member(s) and request they submit their vote on the motion. Voting on the motion will close after twelve (12) hours after the email(s) has been sent to the non-responsive Board member(s), regardless of whether all members have voted. The same rules for the requirements necessary to pass a motion by the Board as described in 10.5 also apply to motions and votes cast via electronic means.

II. UMBRELLA ORGANIZATIONS

11.1 Incorporation of Outside Organizations

By a majority vote of the Board, the DGLFFL may allow certain outside organizations to come under the league's 501(c)(3) federal tax exempt status. For any outside organization to be eligible to come under the league's federal tax exempt status, the organization must submit its request in writing for incorporation under the umbrella to the Commissioner. The organization must also timely comply with all requests for paperwork, application

fees, and any other requests for documentation and/or information as submitted to the organization by the Board.

11.2 Terms of the Umbrella Incorporation

An organization approved for incorporation under the league's 501(c)(3) status by the Board, the Internal Revenue Service, and any other applicable government entity will enjoy the benefits of the league's federal tax exempt status until one (1) of the following conditions occur: 1. The DGLFFL, for whatever reason, loses its status as a 501(c)(3) organization; 2. The Internal Revenue Service or other government entity provides notice that the organization is no longer eligible for umbrella under the league's 501(c)(3) status, or; 3. The DGLFFL, for whatever reason, decides by majority vote of the Board to remove the organization from its 501(c)(3) umbrella.

11.3 Relationship with Mile High Club and Summit

As long as the DGLFFL serves as the umbrella organization for the Mile High Club and Summit and those teams utilize DGLFFL's tax-exempt status, Mile High Club and Summit shall give an annual status report to the Commissioner and the Board. Mile High Club and Summit shall also report to the Commissioner and the Board whenever disciplinary action is taken by either team.

12. RULES OF PLAY

The Board will establish the rules of play. Rules will be made available to all members and will be posted on the league website. A majority vote of the Board is required to amend the rules of play.

13. MEMBERSHIP PRIVACY

Under no circumstances shall any of the personal information of the DGLFFL members be sold, rented, traded, or otherwise shared with anyone outside of the Board of Directors except as required by law or as required to conduct league business. This information includes members' email and physical addresses, phone numbers, financial information, and any other personal information of league members. League members may, however, receive emails and other communications sent directly by members of the Board related to league events, updates, reminders, and promotions of the league sponsors. League members shall have the option to opt out of these communications at any time.

14. NOTICES

Where these rules require notices to be sent to members, they shall be deemed to be duly served if delivered by hand or sent electronically via email. In case of notices of meetings required by these rules, the accidental omission to provide notice to any member, or the

non-receipt of such notice, shall not prejudice or invalidate the proceedings or decisions of such meetings.

15. AMENDMENTS FO THESE RULES

Any of these rules may be modified, altered, or added to by a motion and successful vote of the Board. Upon the passing of the amendment by two-thirds vote of the Board members, the rules will be deemed to have been amended accordingly and all members shall be bound by the amended rules. As soon as practical the DGLFFL shall, at its expense, provide the membership with notification of the amendment via email, Facebook, and/or the DGLFFL website.

16. INSPECTION OF DOCUMENTS

The Director of Legal Affairs shall ensure that all of the DGLFFL's minute books are maintained and the Director of Finance shall ensure that DGLFFL's books of accounts are available for inspection by any Board member, upon reasonable notice and at a reasonable time and place. No Board member may disseminate any information gained through inspection of the DGLFFL records without the written consent of the Board.

17. DISPUTES

Any dispute concerning league business between members in their capacity as such may be referred to the Board for a determination. If the Board is unable to settle the dispute to the satisfaction of all parties, a vote will be conducted and a two-thirds majority vote of the Board will decide the outcome of such disputes.

18. CONFLICTS OF INTEREST POLICY

No Officer, director or employee of the DGLFFL shall have a financial interest, directly or indirectly, in any matter relating to the operations conducted by the corporation, including any contract for furnishing services or supplies to it, unless such matter is disclosed to and approved by a majority of disinterested directors at a meeting of the Board of Directors. Officers will not receive compensation for their service on the DGLFFL Board except as otherwise provided by these Bylaws. Staff compensation will be determined by a majority of disinterested directors at a meeting of the Board of Directors. Directors who have a financial or family relationship with any staff member will not be eligible to vote on staff compensation decisions.

19. DISSOLUTION

The DGLFFL shall be considered dissolved with two-thirds majority approval of the Board and two-thirds vote of approval by members a league-wide meeting, as called by the Commissioner. In such an event, all properties and possessions of DGLFFL are to be sold, and all proceeds are to be used to pay all outstanding debts of DGLFFL. All remaining assets

including any endowment shall be disbursed only to charitable organizations at the discretion of the Board.

APPENDIX A – LIST OF OFFICERS

Last Updated: June 2025

Commissioner: Reggie Nubine

Director of Captains and Leadership: Chris Dudley

Director of Information Technology: Alex Turner

Director of Finance: Jordan Wilde

Director of Member Engagement and Outreach: LP Picard

Director of Legal Affairs: Joe Hinson

Director of Referees and Officiating: Justin Schaffer

Director of Sponsorship: Jim Doyle

Director of Events: Bryan Reeves

Director of Field Operations and Logistics: Kelli Garrison

Director of League Operations: Adrienne Bush

Director of Media and Marketing: Brody Bradbury