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# KREWE

# OF

# CHAOS



# BY-LAWS

# 2009

Adopted September 14, 2009  
Revised January 11, 2010

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47 **Article I - Name of the Corporation**

48  
49 **A) Name**

50 Pursuant to the Articles of Incorporation, and under the laws of the State of Colorado, the name of this  
51 organization shall be the Krewe of Chaos Inc, hereafter known as the Krewe of Chaos (Krewe).

52  
53 **B) Assumed Name**

54 The corporation shall have the right to conduct its business under an assumed name that shall be Krewe of  
55 Chaos, or such other assumed name that the corporation may authorize.

56  
57 **C) Corporation Status**

58 The Krewe of Chaos is a nonprofit corporation under applicable laws and rules.

59  
60 **D) Corporation Offices**

61 The offices of the Krewe of Chaos Board of Directors are located in Denver, Colorado.

- 62 1.) The Krewe of Chaos Board of Directors may also have offices at such other places, within and without  
63 the State of Colorado, from time to time, as determined by the needs of the business of the Krewe of Chaos  
64 Board of Directors and approved by the Board.  
65 2.) The address of the Krewe of Chaos Board of Directors is maintained as a physical address.

66  
67  
68 **Article II - Purpose**

69  
70 **A) Objective**

71 The objective of the Krewe of Chaos shall be to produce fundraising events for charity, while elevating the  
72 standard of each fundraiser.

73  
74 **B) Purposes**

75 The purposes of the Krewe of Chaos include, but are not necessarily limited to the following:

- 76 1) Provide an organization and activities consistent with promoting high quality fundraising activities aimed at  
77 but not restricted to, the GLBT community.  
78 2) Educate and inform its Members, other interested organizations, and individuals, regarding high quality  
79 fundraising activities.  
80 3) Provide a forum for communication among its Members, the community served, and the public in general  
81 through activities and charitable contributions.  
82 4) Those other activities that are consistent with IRS 501(c) 3 code charitable organizations that are not  
83 otherwise in conflict with these by laws.

84  
85 **C) Activities**

86 Activities of the Krewe of Chaos may include, but are not necessarily limited to:

- 87 1) Producing fundraising activities for other charitable organizations  
88 2) Fundraising activities  
89 3) Promoting the GLBT community at large, specifically in Denver, Colorado and elsewhere as required and  
90 requested.

91  
92 **D) Prohibitions**

93 The following are prohibited:

- 94 1) **Discrimination** - The Krewe of Chaos shall not engage in any discrimination, whether related to gender,  
95 physical handicap, race, religion, creed, sexual orientation, age, or national origin.  
96 2) **Use of Funds** - No part of the net earnings of the corporation shall inure the benefit of, or be distributed to  
97 its members, trustees, officers, or other private persons, except that the Krewe of Chaos is authorized and  
98 empowered to pay compensation for services rendered and to make payments and distributions in  
99 furtherance of the purposes set forth in Article II hereof.

100  
101 **E) Dissolution of Organization**

102 Upon the dissolution of this organization, assets shall be distributed for one or more exempt purposes within the  
103 meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax  
104 code, or shall be distributed to the federal government, or to a state or local government, for a public purpose.  
105

### 106 Article III - Organization

#### 107 **A) Krewe of Chaos Board of Directors**

108 The Krewe of Chaos is governed by a Board of Directors.  
109

#### 110 **B) Composition of the Krewe of Chaos Board of Directors**

111 The Krewe of Chaos Board of Directors, hereafter referred to as the Board, consists of eight (8) elected officers  
112 (The Executive Board), six (6) elected committee chairpersons, and one (1) appointed Parliamentarian, all of  
113 whom are voting members, except the Parliamentarian. The Parliamentarian is appointed by the Captain. No  
114 individual may hold more than one Board position, nor exercise more than one vote.  
115

#### 116 **C) Elected Officers, Committee Chairpersons, and other Members of the Board**

117 The following are the elected Officers and other members of the Board:  
118

##### 119 **1) The Elected Officers:**

- 120 a) Captain
- 121 b) Assistant Captain
- 122 c) Secretary
- 123 d) Treasurer
- 124 e) Membership Chairperson
- 125 f) Fundraising Chairperson
- 126 g) Public Relations Chairperson
- 127 h) Website Chairperson

##### 128 **2) The Team Leader Chairpersons:**

- 129 a) Red Team Leader
- 130 b) Orange Team Leader
- 131 c) Yellow Team Leader
- 132 d) Green Team Leader
- 133 e) Blue Team Leader
- 134 f) Purple Team Leader

##### 135 **3) Appointed Personnel:**

- 136 a) Parliamentarian

#### 137 **D) Term of Office**

138 The term of office of the Board is one (1) year. The term of office starts on September 1<sup>st</sup> and ends August 31<sup>st</sup>  
139 of the year following the annual elections. The fiscal year of the Krewe shall mirror the term of the Board.

#### 140 **E) Executive Board**

141 The elected officers comprise the Executive Board. The Executive Board is empowered between meetings of  
142 the Board of Directors to handle all matters pertaining to Directors' duties, subject to ratification by the Board  
143 of Directors at the next meeting of the Board of Directors

#### 144 **F) Duties and Responsibilities**

- 145 1) The Board of Directors is responsible for the operations of the Krewe of Chaos.
- 146 2) This Board may delegate such authority as is necessary to govern the day to day operations of the Krewe of  
147 Chaos to the Executive Board.

#### 148 **G) Duties of the Members of the Board of Directors**

149 The duties and responsibilities of the Board Elected Officers and the Team Leader Chairpersons are described  
150 in the following paragraphs:

- 151 1) **Captain** - The Captain is the Chief Executive Officer of the Krewe of Chaos and shall:  
152  
153  
154  
155  
156  
157

- 158 a) Preside at all meetings of the Krewe of Chaos Board, Executive Board, and General Membership.  
159 b) Have general and active management of the business and affairs of the Krewe of Chaos, including the  
160 preparation of the agenda for the meeting of the Board.  
161 c) See that all orders and resolutions of the Board are carried into effect  
162 d) Vote in accord with Roberts Rules of Order (current edition).  
163 e) Perform such other duties and have such other authority and power as the Board of Directors may from  
164 time to time prescribe.  
165 f) Be an ex-officio member of all Teams and committees.  
166 g) With the approval of Board, will sign all duly authorized certificates, contracts and other agreements.  
167 h) With approval of Board, and in conjunction with a second member of the Executive Board, will sign  
168 any deeds, mortgages, or bonds.  
169

170 **2) Assistant Captain**

- 171 a) Attend as a voting member all meetings of the Krewe of Chaos Board, Executive Committee and  
172 General Membership.  
173 b) In the absence of or the disability of the Captain, performs the duties, has the authority, and exercises  
174 the power of the Captain.  
175 c) Performs such other duties and has such other authority as the Captain and the Board of Directors may  
176 prescribe.  
177 d) Serves as the liaison for the Team Leaders and is responsible for ensuring all money from the Teams  
178 has been recorded and submitted in a negotiable form to the Treasurer within five (5) days of its  
179 availability.  
180

181 **3) Secretary**

- 182 a) Under the supervision of the Captain shall attend as a voting member all meetings of the Krewe of  
183 Chaos Board, Executive Committee and General Membership.  
184 b) Record the minutes of all proceedings, publish those minutes, and distribute the same.  
185 c) Give, or cause to be given, notice of all meetings of the Krewe of Chaos Board, Executive Committee  
186 and General Membership.  
187 d) Maintain custody of the seal of the Krewe of Chaos and, when authorized by the Board, affix the same  
188 to any instrument requiring such seal.  
189 e) Maintain a written record of all policies and procedures prescribed by the Krewe of Chaos Board or the  
190 Executive Board.  
191 f) Shall see that all special notices are duly given in accordance with Krewe of Chaos By-Laws.  
192 g) Shall perform all duties incident to the office and such other duties as may be prescribed from time to  
193 time.  
194

195 **4) Treasurer**

- 196 a) Under the supervision of the Captain shall attend as a voting member all meetings of the Krewe of  
197 Chaos Board, Executive Committee and General Membership.  
198 b) Have custody of the funds of the Krewe of Chaos.  
199 c) Keep full and accurate accounts of receipts and disbursements of the Krewe of Chaos.  
200 d) Be a signer of all bank accounts.  
201 e) Deposit all money and other valuable effects in the name of and to the credit of the Krewe of Chaos in  
202 such depositories as may be designated by the Board within three (3) business days of receipt.  
203 f) Disburse the funds of the Krewe of Chaos as may be ordered by the Board and upon receipt of proper  
204 vouchers:  
205 (1) taking proper vouchers for the disbursements  
206 (2) such disbursements shall require the signature of two (2) members of the Executive Committee  
207  
208 g) Render to the Captain and the Board, at the regular meeting of the Board, or whenever they may  
209 require it, an account of all transactions of the Treasurer and of the financial position of the Krewe of  
210 Chaos.  
211 h) At the first regularly scheduled meeting, following September 1st, of the Board submit a proposed  
212 budget for adoption.  
213 i) Shall handle all fundraising related expenses and income.

- 214 j) Provide adequate number of checks for expense payments.  
215 k) Be responsible for maintaining bank and money drops during fundraisers.  
216 l) Adhere to accounting forms and control procedures; provide all necessary forms and control  
217 procedures.  
218 m) Be responsible for maintaining and controlling scrip and ticket sales during fundraisers.  
219
- 220 **5) Public Relations Chairperson**  
221 a) Under the supervision of the Captain, shall attend as a voting member all meetings of the Krewe of  
222 Chaos Board and General Membership.  
223 b) Coordinate all advertising prior to and during fundraising events for the Krewe of Chaos.  
224 c) Shall be responsible for the monthly publication and distribution to the General Membership of the  
225 monthly of the newsletter.  
226 d) Shall handle or cause to be handled all promotional correspondence and communication as deemed  
227 necessary.  
228 e) Shall ensure that incoming and outgoing promotional correspondence is submitted to the Board for  
229 approval and submission to the archives.  
230 f) Shall actively and regularly submit press releases to the appropriate news media contacts.  
231 g) Shall coordinate with the Website Chairperson all advertising information for the Krewe of Chaos  
232 website(s).  
233
- 234 **6) Fundraising Chairperson**  
235 a) Under the supervision of the Captain shall attend as a voting member all meetings of the Krewe of  
236 Chaos Board and General Membership.  
237 b) Shall solicit and coordinate all sponsorships for the Krewe of Chaos and fundraising events, to include,  
238 but not be limited to banners, signs, Krewe Merchandise, and advertising.  
239 c) Shall coordinate with the Team Leaders all fundraising events for the Krewe of Chaos  
240
- 241 **7) Membership Chairperson**  
242 a) Under the supervision of the Captain, shall attend as a voting member all meetings of the Krewe of  
243 Chaos Board and General Membership.  
244 b) Maintain a current membership list.  
245 c) Document all membership applications and payments.  
246 d) Provide a membership booth at all Krewe of Chaos functions.  
247
- 248 **8) Website Chairperson**  
249 a) Under the supervision of the Captain, shall attend as a voting member all meetings of the Krewe of  
250 Chaos Board and General Membership.  
251 b) Maintain the Krewe of Chaos' website(s) with current and accurate information, on a regular basis.  
252 c) Adhere to other directives submitted by the Captain and/or Board of Directors, relating to the  
253 website(s).  
254
- 255 **9) Team Leaders - Red, Orange, Yellow, Green, Blue and Purple**  
256 a) Team Leaders will be elected by their respective team members.  
257 b) Each Team Leader will report to the Assistant Captain.  
258 c) Each Team Leader will supervise their team members.  
259 d) Please see the Krewe of Chaos Standing Rules for more information.  
260

261 **H) Fiduciary Responsibility**

262 The Krewe of Chaos through its Board of Directors is responsible for raising all funds necessary for the  
263 operation of the Krewe of Chaos. Operating funds are raised through:

- 264 1) Membership dues  
265 2) Contributions  
266 3) Fundraising activities  
267

268 **I) Indemnification**

269 The Krewe of Chaos shall indemnify and hold all officers, chairpersons, leaders and committee members  
270 harmless from all liabilities, obligations, claims, causes of action, or expenses of any kind, including without  
271 limitation, attorney's fees that may arise or be incurred by them as a result of the performance of their duties for  
272 or on the behalf of the Krewe of Chaos, to the fullest extent of the law.  
273

274 Additionally, the Krewe shall maintain and carry an Officer's and Director's insurance policy of sufficient  
275 quality and quantity as to protect the Board of Directors based on their current activities.  
276

277 **J) Political Activity**

278 The Krewe of Chaos is not a political organization. The Krewe may participate in such political activities as are  
279 allowed under the IRS 501(c) 3 code, lawful, and otherwise affect the Krewe's purposes. The Krewe of Chaos  
280 by any action of the Board of Directors or individual members shall not:

- 281 1) Make any representation or commitment that involves the Krewe of Chaos or commits the Krewe of Chaos  
282 to provide any part of its activities to the carrying on of propaganda.
- 283 2) Or otherwise attempting to influence legislation.
- 284 3) The Krewe of Chaos shall not participate in or intervene in:  
285 a) The publishing of or distribution of statements.  
286 b) Any political campaign on the behalf of any candidate for public office.  
287

288 **K) Vacancy**

289 Any elected or appointed position is deemed vacant if any of the following occurs:

- 290 1) The individual filling the position submits a written resignation to the Board for any position
- 291 2) The individual filling the position fails to perform the duties as describe in this document, of the position  
292 and is removed by the Board by a majority vote.  
293

294 **L) Vacancy on the Board of Directors**

295 If any position on the Board becomes vacant for any reason, it shall be filled as described in the following  
296 paragraphs:

- 297 1) The Assistant Captain shall fulfill the office of the Captain until the next General Membership meeting at  
298 which time an open election shall be immediately held.
- 299 2) Any other vacancy of an elected officer shall be filled by  
300 a) The temporary appointment to the office by the Captain.  
301 b) Said temporary appointment duration will be until the next General Membership meeting at which time  
302 an election shall be immediately held.
- 303 3) Any appointed director shall not have a Board vote  
304

305  
306 **Article IV - Membership**  
307

308 **A) Eligibility**

309 Membership in the Krewe of Chaos is open to anyone 18 years of age or older, regardless of gender, age,  
310 national origin, sexual orientation, religion, or race. Applicants living in other states are governed by these  
311 rules.  
312

313 **B) Honorary Members**

- 314 1) An Honorary Member is exempt from all membership dues payment, and is not a voting member of the  
315 Krewe of Chaos, nor can s/he hold an elected office in the Krewe of Chaos. Only the Membership  
316 Chairperson will nominate an individual or entity for Honorary Membership for a period of one year (from  
317 date of nomination) and provide the reasons for the nomination to the Board of Directors. The Honorary  
318 Membership will then be voted upon at the next regularly scheduled Board of Directors Meeting.
- 319 2) Honorary members who are "Royalty" of other organizations such as the Colorado Gay Rodeo Association  
320 or the Imperial Court of the Rocky Mountain Empire (and other groups) will only hold this membership  
321 while holding their titles. Once they have "stepped down" they will no longer hold Honorary Membership  
322 and may join as a regular member. Upon selection of new "Royalty" by a particular group, they may be  
323 nominated by the membership chair for Honorary Membership.  
324

- 325 **C) Members Right to Privacy**  
326 The Krewe of Chaos shall respect the individual's right to privacy as provided in their membership application  
327 or other communications received from them. If there is any doubt regarding the member's preference, no  
328 information about a member is to be published.  
329
- 330 **D) Review of Membership Application**  
331 Request for membership in the Krewe of Chaos must be approved by the Board of Directors. Reasons for not  
332 approving a membership application could include, but are not limited to, the following:  
333 1) Disruption of a meeting.  
334 2) Abusive language or actions directed toward another member of the Krewe of Chaos.  
335 3) Slander directed against another member of the Krewe of Chaos.  
336 4) Taking action or conduct which may reflect poorly upon the Krewe of Chaos.  
337 5) Failure to remit funds due to the Krewe of Chaos.  
338
- 339 **E) Notification of Denial**  
340 Any decision of the Board to deny membership to an applicant will be prepared in writing and sent to the  
341 applicant.  
342
- 343 **F) Right of Appeal**  
344 Any denial of membership may be appealed to the General Membership of the Krewe of Chaos by submitting  
345 written notice within thirty (30) days of the postmark date of the notification of denial of membership to the  
346 Secretary of the Board. At the next General membership meeting, a vote by two-thirds (2/3) of the members  
347 present and voting shall be required to overturn the decision of the Board.  
348
- 349 **G) Application and Fees**  
350 An individual or organization seeking membership in the Krewe of Chaos must submit an approved and  
351 properly completed membership application form accompanied by the established fees. The application (with  
352 accompanying fee) will be presented to the Board for approval.  
353
- 354 **H) Classes of Membership**  
355 There are five (5) classes of membership in the Krewe of Chaos. All members shall receive the monthly  
356 newsletter by e-mail unless otherwise indicated to the Membership Chair. The following are the classes of  
357 membership  
358 1) Founding  
359 2) General  
360 3) Fleur de Lis  
361 4) Lifetime  
362 5) Honorary  
363
- 364 **I) Annual Dues**  
365 The annual dues for the Krewe of Chaos are as follows  
366 1) **Founding** – those individuals listed on Appendix A as of July 30, 2009, who pay the one time fifty dollar  
367 (\$50.00) founding member fee and then annual dues of twenty-five dollars (\$25.00) thereafter.  
368 2) **General** - any individual who pays the annual dues of twenty-five (\$25.00).  
369 3) **Fleur de Lis** - any individual or entity that pays the annual dues of two hundred fifty dollars (\$250.00).  
370 Under this class of membership the member may have a one- half (1/2) page at no charge advertisement in  
371 the newsletter. This class of membership includes the General Member Annual dues.  
372 4) **Lifetime**- any individual or entity that has been recognized for their longtime active membership in the  
373 Krewe of Chaos and for their continued service to and for the organization may be recommended for a  
374 Lifetime Membership by the Board of Directors for approval by a 2/3 vote of the General Membership at  
375 the next regularly scheduled meeting of the Membership. This class of membership is exempt from all  
376 General Member annual dues.  
377
- 378 **J) Membership Period**  
379 The dues paid by a member, other than a Lifetime Member, will keep the member in good standing with the  
380 Krewe of Chaos for a period of one (1) year to match the Krewe's fiscal year. Those individuals who join

381 during the year shall not have their dues prorated, and those dues will only be good through the end of the  
382 Krewe's current fiscal year and must be renewed and the beginning of the new fiscal year along with all other  
383 renewing members. Failure to submit payment for membership renewal within 30 days of expiration will be  
384 cause for "inactivation".  
385

386 **K) Termination of Membership**

387 Membership in the Krewe of Chaos may be terminated by the Board of Directors for cause, including but not  
388 limited to the following:

- 389 1) Failure to promptly pay dues and other fees as prescribed by these By-Laws.
- 390 2) Misrepresentation of material facts in the application for membership or falsification of any of the  
391 information contained therein.
- 392 3) Any course of conduct which is deemed detrimental to or is contrary to the stated purposes of Krewe of  
393 Chaos. (See further, Article X)

394  
395 **L) Right of Appeal Regarding Terminated Memberships**

396 The decision to terminate the membership of any member may be appealed to the General Membership of the  
397 Krewe of Chaos. This appeal is made by submitting written notice of intent to appeal to the Secretary no later  
398 than twenty (20) days after the postmark date of the notification of termination of membership to the Secretary  
399 of the Board. At the next General Membership meeting, a vote by two-thirds (2/3) of the members present and  
400 voting shall be required to overturn the decision of the Board.  
401  
402

403 **Article V - Eligibility for Krewe of Chaos Board**

404  
405 **A)** The following members of the Board must be a member in good standing with the Krewe of Chaos for a  
406 minimum of twelve (12) consecutive months prior to taking office and should be eligible to be covered by  
407 Director's and Officer's Insurance.

- 408 1) Captain
- 409 2) Assistant Captain
- 410 3) Secretary
- 411 4) Treasurer
- 412 5) Public Relations Chairperson
- 413 6) Fundraising Chairperson
- 414 7) Membership Chairperson
- 415 8) Website Chairperson

416  
417 **B)** The following members of the Board must be a member in good standing with the Krewe of Chaos for a  
418 minimum of six (6) consecutive months prior to taking office:

- 419 1) Red Team Leader
- 420 2) Orange Team Leader
- 421 3) Yellow Team Leader
- 422 4) Green Team Leader
- 423 5) Blue Team Leader
- 424 6) Purple Team Leader

425  
426 **C)** Additionally, the following members of the Board each have an additional requirement:

- 427 1) The Capitan, Assistant Capitan, Secretary and Treasurer must previously have served at least a one year  
428 term of office at a different level of the Krewe of Chaos Board of Directors. (Commencing with the 2011  
429 elections)

430  
431  
432 **Article VI - Voting and Elections**

433  
434 **A) Member Voting Rights**

435 Each member other than Honorary is entitled to one (1) vote on each matter presented to the membership for  
436 approval. Only members in good standing are eligible to vote.

- 437  
438 **B) Proxy Voting**  
439 Proxy voting is prohibited.  
440
- 441 **C) Absentee Voting**  
442 Absentee voting is permitted only in the annual election.  
443
- 444 **D) Ballots**  
445 Ballots will include all offices and issues up for election and name of those candidates who have been nominate  
446 prior to the filing deadline.  
447 1) Beside each name or issue will be a line or box to be used for voting for the individual or issue.  
448 2) After all individuals have been listed for any given office, another line will be provided for write-in  
449 candidates.  
450 3) The election committee shall certify the Krewe of Chaos membership eligibility to vote.  
451 4) The election committee shall certify that a ballot was mailed to the member's last known address at least 15  
452 days preceding an election.  
453 5) Completed ballots will be considered timely if they are received by the date of the election  
454 6) Electronic ballots will not be accepted  
455 7) In order for a mailed ballot to be valid:  
456 a) members must seal the envelope with the ballot enclosed  
457 b) print their name on the backside of the envelope  
458 c) sign their name across the seal of the envelope  
459 8) Without both the printed name and the signature, the ballot will be considered invalid and will not be  
460 counted.  
461 9) Should the member submitting an absentee ballot actually attend the Meeting at which the election is taking  
462 place, the absentee ballot shall be returned to the member and he/she will vote on a new ballot.  
463 10) Absentee ballots that are not returned to the attending members at the Meeting are given to the Election  
464 Committee to be counted with the ballots at the meeting when the election is held. These absentee ballots  
465 shall be specially marked as absentee ballots when they are counted.  
466
- 467 **E) Candidate for Office**  
468 Any candidate for the annual election of the Board of Directors must submit the Krewe of Chaos Election  
469 Application to the Election Committee no later than twenty (20) days prior to the date of the scheduled election  
470 in order to get their name on the ballot which is mailed out to all Krewe of Chaos members.  
471 1) Nominations may also be made from the floor  
472 2) The individual(s) nominated must be present to complete the Krewe of Chaos Election Application prior to  
473 the elections being held for that office or the application and acceptance of the nomination must be  
474 submitted in writing from the individual in lieu of their actually attending the election meeting  
475
- 476 **F) Election**  
477 The Board of Directors is elected annually at the regularly scheduled August General Membership meeting.  
478
- 479 **G) Majority Required**  
480 A candidate for any elected position must receive a majority of the eligible votes cast, including blanks and  
481 abstentions. A majority is defined as anything greater than fifty percent (50%) votes cast.  
482
- 483 **H) Results of Election**  
484 The Election Committee shall act as tellers and count the votes cast  
485 1) The Chairperson of the Election Committee announces the results of the ballot  
486 2) The names of the candidates elected are announced  
487 3) The number of votes received by any candidate is not to be announced  
488 4) Ballots shall be retained for thirty (30) days. At the end of thirty (30) days they shall be destroyed.  
489
- 490 **I) Run Off Election**  
491 In the event that any candidate for an office does not receive a majority of eligible votes cast, a run off election  
492 is held immediately following the announcement for the two (2) candidates receiving the most votes. The

493 Chairperson of the Election committee announces as part of the election results any position for which a  
494 candidate did not receive a majority of the eligible votes cast and the names of the two individuals who are the  
495 candidates for the run off election for that office. Absentee ballots cast for either Run Off candidate during  
496 initial balloting, shall be included in the Run Off election counts.  
497  
498

## 499 Article VII - Meetings

### 500 **A) Meetings**

501 The Board of Directors will conduct business by holding regular scheduled meetings or by calling special  
502 meetings  
503  
504

### 505 **B) Meetings of the Board.**

506 Regularly scheduled meetings are to be held no less frequently than once a month.

- 507 1) Special meetings may be held as agreed upon by the Board, called by the Captain, or by a minority of the  
508 Board members (2 or more).
- 509 2) Notice of any special board meeting must be given at least seven (7) days prior to the special Board  
510 meetings proposed date.  
511

### 512 **C) General Membership Meetings**

513 Regular scheduled monthly meetings are to be held on the (2nd) Monday of each month. Changes to the  
514 monthly meetings should be announced at least fifteen (15) days prior to the meeting date.  
515

### 516 **D) Special Meetings**

517 A special meeting should be called for a specific purpose.

- 518 1) Special meetings are limited to a specific or limited set of topics and only business relating to that purpose  
519 may be decided at a special meeting.
- 520 2) No other business is to be conducted other than the state purpose of that meeting
- 521 3) Notice of such Special Meeting shall not be less than 7 days except as may be waived by three-quarters (¾)  
522 of the Board in writing.  
523

### 524 **E) Meeting Agenda**

525 The recommended meeting agenda for all Krewe meetings is contained in Attachment A to these By-Laws.

- 526 1) This agenda is to be followed as closely as possible.
- 527 2) The use of this agenda is exempted in the case of special meeting(s) where only the specific topics the  
528 meeting was called for are to be discussed and decided.  
529

### 530 **F) Special Meetings of the General Membership**

531 All members must be notified of meetings. Notice may be made by: U.S. Mail, e-mail, the Krewe News Letter,  
532 or the Krewe web site; in a timely fashion. Meetings are open to all members of the Krewe of Chaos.  
533

### 534 **G) Change to Regular Scheduled Meetings**

535 All members must be notified of any change to the date, time, or location of a regular scheduled meeting at least  
536 fifteen (15) days prior to the meeting.  
537

### 538 **H) Quorum**

539 A quorum is defined in the following paragraphs:

- 540 1) Board of Directors  
541 a) A majority of the members of the board constitutes quorum for the transactions of any business that  
542 may properly come before any scheduled or special meetings of the Board.
- 543 2) Krewe of Chaos General Membership Meetings  
544 a) At least twenty percent (20%) of the members in good standing or at least a minimum of ten  
545 b) (10) members in good standing—whichever number is the smaller—must be present in person and  
546 shall constitute a quorum of members for the transaction of any business that may properly come  
547 before any scheduled or special meeting.  
548 c) The required quorum, once initially determined, will be increased as necessary in order to ensure that

- 549 d) the general membership present, excluding the members of the Board of Directors, will exceed said  
550 e) Board by at least one (1) member.  
551  
552

### **Article VIII - Standing and Special Committees**

#### **A) Functions and Responsibilities of Standing and Special Committees**

555 Standing Committees are established by this article of the By-Laws.

- 556  
557 1) Standing Committees serve for a term of one (1) year concurrent with the Board of Directors.  
558 2) Special Committees, for the purposes not covered by a standing committee, may be established as deemed  
559 necessary by the Krewe of Chaos Board of Directors or the Captain. Special Committees serve until the  
560 purpose for which they were created is accomplished.  
561

#### **B) Authority of Committees**

562 Any standing or special committees has no inherent authority to execute contracts, issue checks, or otherwise  
563 bind the Krewe of Chaos in any manner whatsoever.

- 564  
565 1) Approval for committees to make such commitments must be granted by the appropriate authority.  
566 2) Any authority to take any of these actions by committees must be granted in writing by the Board of  
567 Directors.  
568

#### **C) Composition of a Committee**

569 The composition and chairperson of each committee is defined in the paragraph covering the purposes and  
570 functions of that committee. Where a member of the Board (non-officer) is a member of the committee, the  
571 Captain shall appoint this person to the standing committee.  
572

#### **D) Standing Committees**

573 The Chairperson of the Standing committees duties and responsibilities are listed in Article III, Section G, 5)  
574 through 7), of these By-Laws. The standing committees are listed below:

- 575  
576 1) Public Relations  
577 2) Fundraising  
578 3) Membership  
579 4) Website  
580

#### **E) Krewe of Chaos By-Laws Committee**

581 This is a special committee. The chairperson of this committee is appointed by the Captain. This committee is  
582 open to all Krewe members. This committee shall:

- 583  
584 1) Meet annually or more frequently as determined by the Board of Directors or the Captain.  
585 2) Produce revisions to the Krewe By-Laws as deemed necessary by the Krewe General Membership or the  
586 Board of Directors.  
587 3) Be the path through which amendments to the Krewe of Chaos By-Laws shall progress in accordance with  
588 the By-Laws.  
589 4) Present these revisions to the membership.  
590

#### **F) Compliance Committee**

591 This is a special committee. The chairperson of this committee is appointed by the Captain. This committee  
592 consists of the Chairperson and the Team Leaders on the Board. This committee may obtain professional  
593 assistance and advice as deemed necessary by the committee and the Board. This committee shall:

- 594  
595 1) Review on a periodic basis the books of the Board.  
596 2) Prepare a list of items to be reviewed and the review date(s) for each item and provide this information to  
597 the Board on or before 1 February of each year.  
598 3) This review includes but is not necessarily limited to:  
599 a) The review of all meeting minutes  
600 b) Financial statements  
601 c) Checking and savings accounts or instruments  
602 d) Membership rosters  
603 e) Property records

- 604 f) Election results  
605 g) Fundraising  
606 4) The Compliance committee may require detailed documentation to support the collection and/or  
607 disbursement of funds held by the Board  
608 5) Prepare a Compliance report  
609 a) Including all items reviewed  
610 b) Any discrepancies found  
611 c) Recommended and / or required changes to procedures  
612 d) Provide a copy of the report to the Board  
613  
614

### **Article IX - Parliamentary Authority**

#### **A) Rules Governing Meetings**

617 All meetings of the Krewe of Chaos are under the control of the presiding officer, normally the Captain or the  
618 Assistant Captain in the absence of the Captain. All meetings shall be conducted under the rules contained in  
619 the current edition of "***Robert's Rules of Order, Newly Revised***" where these rules do not conflict or are not  
620 inconsistent with these By-Laws or any other special rules of order adopted by the organization.  
621

### **Article X - Disciplinary Authority**

#### **A) Discipline**

622 Although Krewe of Chaos will seldom have occasion to discipline its members, the Krewe has the ultimate right  
623 and responsibility to make and enforce its own rules, and require that its members refrain from conduct tending  
624 to injure the good name of the Krewe of Chaos, disturb its well being, or hamper its work. Nothing in these By-  
625 Laws or any action by an individual shall in any way waive or otherwise restrict the Board's authority to  
626 investigate and pursue any action it deems necessary.  
627

#### **B) Conduct That May Require Discipline**

628 Conduct which may require disciplinary action by the Board includes but is not limited to:

- 629 1) Disruption of a meeting  
630 2) Abusive language or actions against another member of the Krewe of Chaos  
631 3) Slander against another member of Krewe of Chaos  
632 4) Misconduct or neglect of duty of an Officer or Chairperson  
633 5) Any actions or conduct which injure the good name of the Krewe of Chaos  
634 6) Failure to remit funds due to the Krewe of Chaos  
635

#### **C) Forms of Discipline**

636 The following are the forms of discipline that may be exercised:

- 637 1) Reprimand  
638 2) Removal from office  
639 3) Suspension  
640 4) Fine  
641 5) Expulsion  
642

#### **D) Filing charges against members of the Krewe, who are not on the Krewe Executive Board of Directors**

- 643 1) Any member of the Krewe of Chaos may file with the Secretary of the Krewe written charges against  
644 another member of the Krewe. Charges must be filed within thirty (30) days of an individual's becoming  
645 aware of a situation meriting attention and not more than ninety (90) days from the date of the alleged  
646 transgression.  
647 2) Copies of the charges must be sent to the Board of Directors for consideration at a regularly scheduled  
648 meeting. If the charge is against a member of the Board, that individual will be excluded from those  
649 portions of the meeting, or subsequent meetings, which fall under the purview of this article except as  
650 provided hereafter.  
651  
652  
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658

- 659 3) If the Board of Directors decides the charges merit further investigation, the charges will be referred to the  
660 Executive Board for consideration and the charged member will be so notified by registered mail. A copy of  
661 the charges must be included with said notification. (If the charged member is a member of the Executive  
662 Board, refer to Section E of this Article). If a member(s) of the Executive Board needs to recues  
663 him/herself, a Special Committee will be formed as provided later in this Article.  
664 a) The notification letter will be sent the following business day.  
665 b) The charged person will be instructed to contact the Captain to set a meeting date which will be one of  
666 mutual convenience but no later than 20 days from the date of the notification letter in order to  
667 consider the charges.  
668 c) The charged member may bring witnesses to or submit documents at the special meeting and cross  
669 examine any testimony presented with the Executive Board.  
670 d) If the charged member does not respond or request a meeting, the Executive Board will act on the  
671 charges alone and make their recommendations at the next regularly scheduled Board meeting.  
672 4) The Executive Board will make its recommendations to the full Board as provided above and the Board of  
673 Directors of the Krewe will take any appropriate action. The charged member will be notified of the  
674 decision by a registered letter sent out the next business day.  
675  
676

677 **E) Filing Charges against a member of the Krewe of Chaos Executive Board.**

- 678 1) Any member of the Krewe of Chaos may file with the Secretary of the Krewe written charges against a  
679 member of the Executive Board of the Krewe. Charges must be filed within thirty (30) days of an  
680 individual's becoming aware of a situation meriting attention and not more than ninety (90) days from the  
681 alleged transgression.  
682 2) Copies of the charges must be sent to the Board of Directors for consideration at a regularly scheduled  
683 meeting. The individual charged will be excluded from those portions of the meeting, or subsequent  
684 meetings, which fall under the purview of this article except as provided hereafter.  
685 3) If the Board decides the charges merit further investigation, the charges will be referred to a Special  
686 Committee (See Section D, Paragraph 3) for consideration and the charged member will be so notified by  
687 registered mail. A copy of the charges must be included with said notification.  
688 a) The notification letter will be sent the following business day.  
689 b) The charged person will be instructed to contact the Chairperson of the Special Committee to set a  
690 meeting date for consideration of the charges which will be one of mutual convenience but no later  
691 than 20 days from the date of the notification letter.  
692 c) The charged member may bring witnesses to or submit documents and cross examine any testimony  
693 presented at the meeting with the Special Committee.  
694 d) If the charged member does not respond or request a meeting, the Special Committee will act on the  
695 charges alone and make their recommendations at the next regularly scheduled Board meeting.  
696 4) The Special Committee will make its recommendations to the full Board as provided above and the Board  
697 of Directors of the Krewe will take any appropriate action. The charged member will be notified of the  
698 decision by a registered letter sent out the next business day.  
699 5) The senior member of the Executive Board not otherwise involved in the complaint will appoint the Special  
700 Committee which will be comprised of four (4) additional persons and will be chaired by this senior  
701 member. The committee will consist of all uninvolved Executive Board members and any other member(s)  
702 of the Krewe who may be deemed appropriate.  
703

704 **F) Right of Appeal.**

705 Any disciplinary action may be appealed to the General Membership of the Krewe of Chaos unless the charged  
706 person did not take his/her case to the Executive Board or Special Committee as provided in the previous  
707 paragraphs. This appeal is made by submitting written notice of intent to appeal no later than twenty (20) days  
708 after the postmark date of the notification of disciplinary action to the Secretary of the Board. At the next  
709 General membership meeting, a vote by two-thirds (2/3) of the members present and voting shall be required to  
710 overturn the decision of the Board.  
711  
712

713 **Article XI - Krewe of Chaos Insignia(s) and Colors**

714

- 715 A) As approved by the General membership and registered, trade marked and/or copyrighted in the Krewe of  
716 Chaos name.  
717  
718

719 **Article XII - Krewe of Chaos Funds**  
720

721 **A) Krewe of Chaos Reserve Trust Fund**

722 The Krewe of Chaos Reserve Trust Fund is established in the amount to be established by the Board of  
723 Directors for the exclusive purpose of providing funds in the event of a financial shortfall of a Krewe  
724 fundraising event. This fund must be maintained in separate Krewe accounts, preferably in money-making  
725 accounts.  
726

727 **B) Distribution of Funds from the Krewe of Chaos Reserve Trust Fund**

728 The Reserve Trust Fund required by this article and any accrued interest can only be used by the Krewe for  
729 purposes which it was intended. If there is no need to distribute the funds due to a profitability of the  
730 fundraiser, the base amount on deposit will be held in the Krewe of Chaos Reserve Trust Fund.

- 731 1) If there is no need to distribute the funds due to a profitability of the fundraiser, then the base amount held  
732 in the Krewe of Chaos Reserve Trust Fund may be applied as directed by the Board toward future  
733 fundraisers hosted by the Krewe as “seed” money, but must be replaced as soon as is practicable from the  
734 Gross Proceeds of the event.  
735 2) Interest from the Reserve Trust Fund may be withdrawn at anytime, by direction of the Board and used for  
736 any purpose that is not in conflict with these bylaws or the Krewe’s 501(c)3 status.  
737  
738

739 **Article XIII – Awards**  
740

741 **A) Award Presentations at Annual Fleur de Lis Gathering**

742 The Krewe of Chaos Board of Directors may present the following awards at an annual Fleur de Lis gathering  
743 to recognize the accomplishments of the Krewe:  
744

745 **1) The Team Awards**

- 746 a) Shall be a small plaque of a vendor of the Board of Directors selection  
747 b) Shall bear the following inscription: **(Color) Team Award**  
748 c) Shall be given to an individual who has demonstrated exceptional participation and support of others  
749 while working with their team  
750 d) Selected recipient shall be chosen by the (Color) Team Leader at a meeting at least thirty (30) days  
751 prior to the award presentation  
752

753 **2) The Captain’s Award**

- 754 a) Shall be a large plaque of a vendor of the Board of Directors selection  
755 b) Shall bear the following inscription: **Captain’s Award**  
756 c) Shall be determined at the discretion of the Captain of the Krewe of Chaos  
757

758 **3) The Fleur de Lis Award**

- 759 a) Shall be a large plaque of a vendor of the Board of Directors selection  
760 b) Shall bear the following inscription: **Fleur de Lis Award**  
761 c) May be given to an individual or entity whom has demonstrated exceptional participation, past or  
762 present, that the Krewe of Chaos as a whole has benefited from their support, or an organization of the  
763 Board of Directors’ choice who has assisted the Krewe of Chaos greatly in fundraising efforts  
764 d) Shall be determined at the discretion of the Board of Directors of the Krewe of Chaos at least thirty  
765 (30) days prior to the award presentation.  
766

767 **B) Regulations for the Presentation of Awards for Krewe of Chaos**

768 The Krewe of Chaos shall not be obligated to present an award to any recipient who has been found in violation  
769 of the Krewe By-Laws and / or the Krewe Standing Rules for that year.

- 770 1) Proposals for awards other than what is itemized and defined in this article (Article XII, sections 3 and 4)  
771 must be drafted and presented to the Krewe By-Laws Committee for consideration.  
772 2) Should funds in the general account not be available for these awards, the following is acceptable to provide  
773 for its payment and presentation by the Krewe:  
774 a) Fundraisers designated specifically for this award and itemized as such in the financial report of the  
775 organization  
776 b) Private Donations  
777

#### Article XIV - Amendments

##### **A) Submission of Amendments**

782 Any member of the Krewe of Chaos may submit a proposed amendment to any article, section, subsection,  
783 paragraph, or subparagraph of these By-Laws, by revision, addition, or deletion of any working of these By-  
784 Laws. The proposed amendment must:

- 785 1) Be submitted in writing  
786 2) Identify the specific article, section, subsection, paragraph, or subparagraph to be changed, added, or  
787 deleted  
788 3) Be submitted directly to a member of the By-Laws Committee or mailed to the Krewe Secretary  
789

##### **B) Review by the By-Laws Committee**

791 All amendments received will be reviewed and discussed by the By-Laws committee. The By-Laws committee  
792 will either:

- 793 1) Accept the proposed amendment  
794 2) Accept the proposed amendment with modification.  
795 3) Reject the proposed amendment. The proposed amendment may still be presented to the General  
796 Membership, under new business for consideration.  
797

##### **C) General Membership Approval**

799 For any proposed amendment to be incorporated into these By-Laws, the amendment must be approved by two-  
800 thirds (2/3) of the members present and voting at the meeting, or at a special meeting called for the specific  
801 purpose of voting on amendments to these By-Laws. Approved amendments to the By-Laws will take effect on  
802 September 1st of the year following the annual elections, except when the General Membership shall approve a  
803 change in the date of effectiveness at the meeting when the amendment is approved. Such a change shall  
804 require two-thirds (2/3) vote of the members present and voting at said meeting.  
805

##### **D) Notification of Vote on Amendments**

807 The Board shall provide thirty (30) days notice of any vote on proposed amendments of these By-Laws to all  
808 members. This notification shall include a copy of the proposed amendment(s) to be voted upon.  
809

##### **E) Special Consideration - Standing Rules**

811 Standing Rules may be changed at any time during a regular or special meeting of the General membership by a  
812 simple majority of the present voting quorum. The changes shall be made in writing and referred to the By-  
813 Laws Committee for terminology and interpretation. The Board of Directors shall then present written copies of  
814 said Standing Rule at the next regularly scheduled General Membership meeting.  
815

#### Article XV – Conflict of Interest Policy

##### **A) Purpose**

820 The purpose of the conflict of interest policy is to protect the Krewe of Chaos' interest when it is contemplating  
821 entering into a transaction or arrangement that might benefit the private interest of an officer or director of the  
822 organization, or might result in a possible excess benefit transaction. This policy is intended to supplement but  
823 not replace any applicable state or federal laws governing conflict of interest applicable to nonprofit and  
824 charitable organizations.  
825

826 **B) Definitions**

- 827 1) **Interested Person** – Any director, principal officer, or member of a committee with Krewe Board of  
828 Directors’ delegated powers, who has a direct or indirect financial interest, as defined below, is an  
829 interested person.
- 830 2) **Financial Interest** – A person has a financial interest if the person has, directly or indirectly, through  
831 business, investment, or family:
- 832 a) An ownership or investment interest in any entity with which the Krewe of Chaos has a transaction or  
833 arrangement.
  - 834 b) A compensation arrangement with the Krewe of Chaos or with any entity or individual with which the  
835 Krewe of Chaos is negotiating a transaction or arrangement.
  - 836 c) A potential ownership or investment in, or compensation arrangement with, any entity or individual  
837 with which the Krewe of Chaos is negotiating a transaction or arrangement.
- 838 Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.  
839

840 A financial interest is not necessarily a conflict of interest. Under Article XV, Paragraph 3, Section B, a  
841 person who has a financial interest may have a conflict of interest only if the Krewe Board of Directors or  
842 BOD delegated committees decides that a conflict of interest exists.  
843

844 **C) Procedures**

- 845 1) **Duty to Disclose** – In connection with any actual or possible conflict of interest, an interested person must  
846 disclose the existence of the financial interest and be given the opportunity to disclose all material facts to  
847 the directors and members of the committees with Board of Directors’ delegated powers considering the  
848 proposed transaction or arrangement.
- 849 2) **Determining Whether a Conflict of Interest Exists** – After disclosure of the financial interest and all  
850 material facts, and after any discussion with the interested person, he/she shall leave the Board of Directors  
851 or committee meeting while the determination of a conflict of interest is discussed and voted upon. The  
852 remaining Board of Directors or committee members shall decide if a conflict of interest exists.
- 853 3) **Procedures for Addressing the Conflict of Interest:**
- 854 a) An interested person may make a presentation at the Board of Directors or committee meeting, but  
855 after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the  
856 transaction or arrangement involving the possible conflict of interest.
  - 857 b) The Captain (or the next highest ranking officer) of the Board of Directors or committee shall, if  
858 appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed  
859 transaction or arrangement.
  - 860 c) After exercising due diligence, the Board of Directors or committee shall determine whether the Krewe  
861 of Chaos can obtain with reasonable efforts a more advantageous transaction or arrangement from a  
862 person or entity that would not give rise to a conflict of interest.
  - 863 d) If a more advantageous transaction or arrangement is not reasonable possible under circumstances not  
864 producing a conflict of interest, the Board of Directors or committee shall determine by a majority vote  
865 of the disinterested directors whether the transaction or arrangement is in the Krewe of Chaos’ best  
866 interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above  
867 determination it shall make its decision as to whether to enter into the transaction or arrangement.
- 868 4) **Violations of the Conflict of Interest Policy:**
- 869 a) If the Board of Directors or committee has reasonable cause to believe a member has failed to disclose  
870 actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford  
871 the member an opportunity to explain the alleged failure to disclose.
  - 872 b) If, after hearing the member’s response and after making further investigation as warranted by the  
873 circumstances, the Board of Directors or committee determines the member failed to disclose an actual  
874 or possible conflict of interest, it shall take appropriate disciplinary and corrective action under Article  
875 X of these By-Laws.  
876

877 **D) Records of Proceedings**

878 The minutes of the Board of Directors and all committees with board delegated powers shall contain:

- 879 1) The names of the persons who disclosed or otherwise were found to have a financial interest in connection  
880 with an actual or possible conflict of interest, the nature of the financial interest, and action taken to

881 determine whether a conflict of interest was present, and the Board of Directors' or committee's decision as  
882 to whether a conflict of interest in fact existed.

- 883 2) The names of the persons who were present for discussions and votes relating to the transaction or  
884 arrangement, the content of the discussion, including any alternatives to be proposed transaction or  
885 arrangement, and a record of any votes taken in connection with the proceedings.  
886

887 **E) Compensation**

- 888 1) A voting member of the Board of Directors who receives compensation, directly or indirectly, from the  
889 Krewe of Chaos for services is precluded from voting on matters pertaining to that member's compensation.  
890 2) A voting member of any committee whose jurisdiction includes compensation matters and who receives  
891 compensation, directly or indirectly, from the Krewe of Chaos for services is precluded from voting on  
892 matters pertaining to that member's compensation.  
893 3) No voting member of the Board of Directors or any committee whose jurisdiction includes compensation  
894 matters and who receives compensation, directly or indirectly, from the Krewe of Chaos, either individually  
895 or collectively, is prohibited from providing information to any committee regarding compensation.  
896

897 **F) Annual Statements**

898 Each director, principal officer and member of a committee with Board of Directors' delegated powers shall  
899 annually sign a statement which affirms such person:

- 900 1) Has received a copy of the conflicts of interest policy,  
901 2) Has read and understands the policy,  
902 3) Has agreed to comply with the policy, and  
903 4) Understands the Krewe of Chaos is charitable and in order to maintain its federal tax exemption it must  
904 engage primarily in activities which accomplish one or more of its tax-exempt purposes.  
905

906 **G) Periodic Reviews**

907 To ensure the Krewe of Chaos operates in a manner consistent with charitable purposes and does not engage in  
908 activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews  
909 shall, at a minimum, include the following subjects:

- 910 1) Whether compensation arrangements and benefits are reasonable, based on competent survey information  
911 and the result of an arm's length bargaining.  
912 2) Whether partnerships, joint ventures, and arrangements with management organizations conform to the  
913 Krewe of Chaos' written policies, are properly recorded, reflect reasonable investment or payments for  
914 goods and services, further charitable purposes and do not result in inurement, impermissible private benefit  
915 or in excess benefit transaction.  
916

917 **H) Use of Outside Experts**

918 When conducting the periodic reviews as provided for in Article XV, Paragraph 7, the Krewe of Chaos may,  
919 but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of  
920 its responsibility for ensuring periodic reviews are conducted.  
921

922  
923 **Article XVI - Supersession**  
924

- 925 A) These By-Laws supersede any and all By-Laws in effect heretofore and annul and supersede all resolution(s)  
926 inconsistent herewith.  
927  
928  
929  
930  
931  
932  
933  
934

**Appendix A – Individuals Eligible for Founding Member Status**

935	
936	
937	Bryan Williams
938	Bruce Gros
939	Christopher Hochmuth
940	Colby McCarthy
941	Dan Rutledge
942	Mary Riordan
943	Marc Callan
944	Steve Sublett
945	Cory Portmann
946	Scott Alexander
947	Chris Hickman
948	Christopher J Chopping
949	Connie “CD” Slusser
950	Ty Teigen
951	Carl Schmidt II
952	Mark Smith
953	David Hill
954	Jamie Light
955	Dale Karsten
956	Gary Upchurch
957	Tom Japhet
958	B. Jay Mason
959	W. Doug Williams
960	Michael Cordova
961	Tom Krubel
962	Wade Frisbie
963	Dave Wilson
964	Jean Igautemy
965	Jay Abbit
966	Sal Clemente
967	Jeff Trujillo