

**CHRISTIAN HOME EDUCATORS OF SULPHUR SPRINGS KNIGHTS
(CHESS KNIGHTS)**

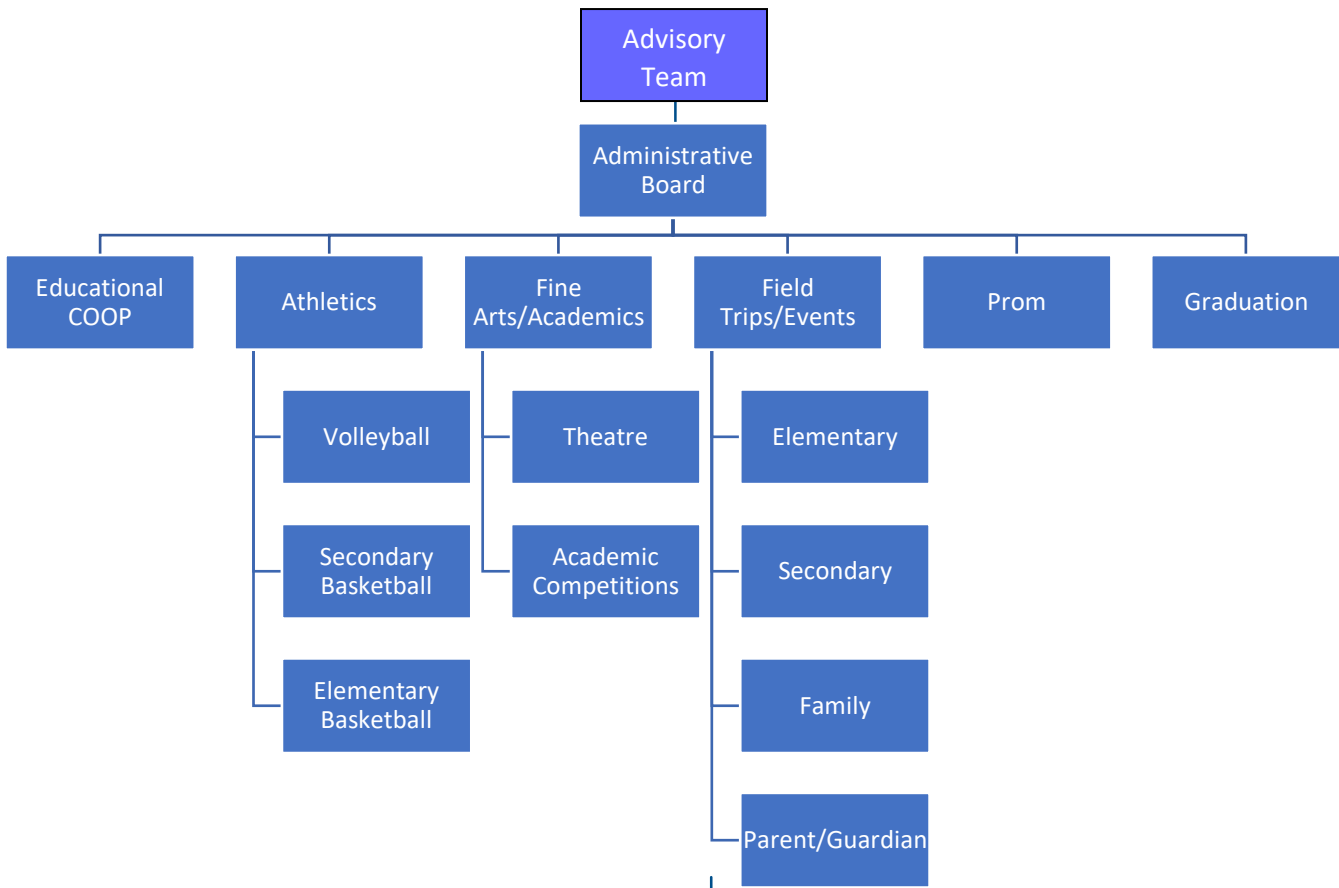
BY-LAWS

ARTICLE 1

NAME & ORGANIZATIONAL STRUCTURE

The name of this organization shall be CHESS Knights (also known as Christian Home Educators of Sulphur Springs-Knights), a non-profit organization.

Organizational structure is as follows:



ARTICLE II

MISSION & PURPOSE

The mission of CHESS Knights is to provide educational, extracurricular, and social activities while fostering relationships and encouraging each family through the journey of homeschooling and seeking to further the teachings and principles of Christianity.

The purpose of this Organization is two-fold. First, to provide support to parents and other involved and/or interested in educating children at home. Second, to further the appreciation of homeschooling in the community through education and media communications. We are a nonprofit, membership and volunteer based, Christian support group for homeschooling families in the area.

ARTICLE III

MEMBERSHIP

Membership Organization requires that members read and agree to abide by the CHES Knight's Statement of Faith, Code of Conduct, and Code of Organization. This policy ensures that all members are aware of the Biblical basis on which the group makes its decisions and plans its activities. This "Code of Conduct and organization" applies only during those times and places that CHES Knights members (to include parents, designated Guardians, and children) are participating in or supporting CHES Knights sponsored activities. ALL CHES Knights activities, including sports, field trips, classes, etc., require CHES Knights membership to participate. Unless otherwise stated as a CHES Knights sponsored activity, the activities and items that members post on email or other social media sites are for information purposes only. CHES Knights cannot examine or speak for all of the people, places, or activities listed. Please use discernment and discretion as you decide which activities meet your family's needs. Posts from members of CHES Knights are not necessarily an endorsement from the CHES Knights Administrative Board (also to be referred as Board).

Membership in CHES Knights and participation in its associated activities is a privilege, not a right. The CHES Knights Advisory Team, based on continuing unacceptable conduct by a member(s) can revoke this privilege and terminate their membership in the Organization.

Members are encouraged to provide input and opinions about any aspect of CHES Knights. Recommendations and/or disagreements that members may have are to be handled in a responsible and respectful manner. Such comments and discussions are to be directed to the appropriate Administrative Board member(s) and escalated, if necessary, to the CHES Knights Advisory Team.

CHES Knights membership dues will be exacted per family and will be determined each year by the Board. CHES Knights annual membership fees, application, and liability from are due as stated by the Board. Failure to do so will result in the suspension of membership privileges and

removal from TeamSnap. Additional fees may apply dependent on each individual family's participation in various activities.

Special provisions may be made for those who desire to be members but are unable to pay in full.

ARTICLE IV

CODE OF ORGANIZATION

Leaders must read, agree, and sign the CHES Knight Statement of Faith and their full support of the purposes, for which CHES Knights exists, as stated in the CHES Knights bylaws. All leadership members need to be in fellowship with other Christian believers (Hebrews 10: 24-25). It is expected that all leadership members believe in the Bible and solely follow Jesus Christ as they continue to actively seek Him. It is also expected that such leaders will make decisions and plan activities that will be pleasing to God and in accordance with His word, the Bible. Should the signed Statement of Faith not be submitted in a timely manner, the Leader will resign the position and availability of that position will be posted.

It is preferred that each candidate for the Leadership position be an active member of CHES Knights for a minimum of two years with the exception of the Advisory Team. Candidate(s) seeking a position on any team or board is subject to a vote by the current team, Administrative Board and/or the Advisory Team. A run-off election will be held should two members volunteer for the same position. Should a leadership member resign or be impeached during his or her term of office, the team/board may appoint someone to complete his or her term.

CHES KNIGHTS ADVISORY TEAM

The advisory team will consist of seven members to serve in a three year term. The Advisory Team shall provide oversight for the organization through the Administrative Board. Or other persons appointed by them. They shall preside, or appoint someone to preside, over all meanings of the organization, work with the general treasurer in the budgeting, and disbursements of funds, and in ensuring that all requirements are fulfilled, to retain nonprofit tax status, adjudicate in disciplinary hearings concerning issues including those that may require expulsion from CHES Knights membership or removal from a CHES Knights leadership position, and speak on behalf of the organization. Advisory team members may not be the spouse of a CHES Knights Administration board member.

The time, date, place of the quarterly Advisory Team meetings shall be decided by the Advisory Team members. It is the responsibility of the individual members to access this information through the Advisory Team, if so desired.

CHESS KNIGHTS ADMINISTRATIVE BOARD MEMBERS

The Administrative Board shall consist of five members serving for a two year term. The Administrative board shall consist of the Director, Assistant Director, the Secretary, the General Treasurer, and the Member Care Representative. They shall be responsible for running the day to day operations of the Organization and overseeing the various programs and extracurricular sub groups of the Organization.

The Director shall preside over meetings of the Organization and oversee the operations of our group and other tasks as deemed necessary by the board.

The Assistant Director shall assist the Director and be able to direct the business of the Organization in the events of the Director's absence and other tasks as deemed necessary by the board.

The Secretary will be responsible for keeping a record of each meeting in handling any correspondence necessary and other tasks as deemed necessary by the board.

The General Treasurer shall be responsible for receiving funds and disbursing payments and will provide an accounting of the activity upon request and other tasks as deemed necessary by the board. Records shall be reviewed annually or as directed by the board.

The Member Care Representative shall cover the Organization's meetings with prayer and offer support to CHESS Knights members. This may include, but is not limited to, new members, information, member hospitality during major life events, event donation drive, and other tasks as deemed necessary by the board.

The CHESS Knights Board is here to serve the group and encourages an open door policy. Should any CHESS Knights member desire the input of the Board, he or she may contact any

Board Member. Board Members may request that the question/concern be submitted in writing. The CHESS Knights member should understand that the Board will need time to confirm before responding.

Motions and official business of the board are binding pending a majority vote of those present. A quorum of three or more board members must be present. A quorum (or majority) of board members must be present in order to hold an official board meeting.

The time, date, place of the monthly Administrative Board meetings shall be decided by the Administrative Board members. It is the responsibility of the individual members to access this information through the Administrative Board, if so desired.

CHESS KNIGHTS EDUCATIONAL COOP LEADERSHIP TEAM CO-OP & PROGRAM

Co-op is a volunteer, parent-led classroom environment for participating members, who are active, paid members of CHESS Knights, as another option for a supportive home educational experience. The Teaching Co-op will operate under the CHESS Educational COOP Leadership Team. The CHESS Knights Educational COOP Leadership Team shall be overseen by a Director, an Assistant Director, a Registrar, a Secretary, a Treasurer, a Service Coordinator and a Supply Coordinator. Complete information regarding the CHESS Knights Educational COOP Program, including policies and procedures, can be found in the CHESS Knights Educational COOP addendum.

CHESS KNIGHTS SPORTS LEADERSHIP TEAM & PROGRAM

CHESS Knights sports activities are a volunteer, parent-led extracurricular environment for participating members, who are active, paid members of CHESS Knights, as another option for a well-rounded home-educational experience. The Athletic Department will operate under the CHESS Knights Sports Leadership Team. The CHESS Knights Sports Leadership Team will be comprised of an Athletic Director, a Volleyball Director, a Secondary Basketball Director, an Elementary Basketball Director, and a Treasurer. Complete information regarding the CHESS Knights Sports Program, including policies and procedures, can be found in the CHESS Knights Sports addendum.

CHESS KNIGHTS FINE ARTS AND ACADEMICS LEADERSHIP TEAM

CHESS Knights Fine Arts and Academics activities are a volunteer, parent-led extracurricular environment for participating members, who are active, paid members of CHESS Knights, as another option for a well-rounded home-educational experience. The Fine Arts and Academics department will operate under the CHESS Knights Fine Arts and Academics Leadership Team. The CHESS Knights Fine Arts and Academics Leadership Team will be comprised of a Director, an Assistant Director, and a Treasurer. Complete information regarding the CHESS Knights Fine Arts and Academics Program, including policies and procedures, can be found in the CHESS Knights Fine Arts and Academics addendum.

CHESS KNIGHTS FIELD TRIPS AND EVENTS LEADERSHIP TEAM

CHESS Knights Field Trips and Events Leadership Team are a volunteer, parent-led extracurricular environment for participating members, who are active, paid members of CHESS Knights, as another option for a well-rounded home-educational experience. The CHESS Knights Field Trips and Events department will operate under the CHESS Knights Field Trips and Events Leadership Team. The CHESS Knights Field Trip and Events Leadership Team will be comprised of a Secondary Field Trip and Events Director and an Elementary Field Trip and Events Director. Complete information regarding the CHESS Knights Field Trips and Events Program, including policies and procedures, can be found in the CHESS Knights Field Trip and Events addendum.

CHESS KNIGHTS PROM COMMITTEE

CHESS Knights Prom Committee are a volunteer, parent-led extracurricular environment for participating members, who are active, paid members of CHESS Knights, as another option for a well-rounded home-educational experience. The CHESS Knights Prom Committee shall be overseen by a committee appointed by the CHESS Knights Administrative Board. Complete information regarding the CHESS Knights Prom Program, including policies and procedures, can be found in the CHESS Knights Prom addendum.

CHESS KNIGHTS GRADUATION COMMITTEE

CHESS Knights Graduation Committee are a volunteer, parent-led extracurricular environment for participating members, who are active, paid members of CHESS Knights, as another option for a well-rounded home-educational experience. The CHESS Knights Graduation Committee shall be overseen by a committee appointed by the CHESS Knights Administrative Board. Complete information regarding the CHESS Knights Graduation Program, including policies and procedures, can be found in the CHESS Knights Graduation addendum.

VARIOUS PROGRAMS OR CLUBS

Additional parent led volunteer programs or clubs may be established with the Administrative Board approval. These will be operated as needed, according to interest and participation. All clubs and organizations operating under the CHESS Knights name must be granted approval from the CHESS Knights Board by completing the Organization/Club Form, which can be found on the website.

BACKGROUND CHECKS

All Leadership Members, any adult participating in Co-op, and/or organizing, leading, or assisting in an event or field trip is required to complete and pass a background check. Background checks will be conducted through the company as selected by the Administrative Board and each individual is responsible for the cost of their background check. Individuals will not be allowed to serve in any of these roles until the background check is completed and approved.

TEAMSAP & COMMUNICATION

The purpose of TeamSnap correspondence is to share with one another CHESS Knights business, other homeschool related items, educational opportunities, and personal prayer request. Anything falling outside of these topics should not be posted through CHESS Knight's TeamSnap. If you have a question about whether an email you would like to send meets the requirements or not, please feel free to ask a member of the Administrative Board. If you have non related items, you may send them only to individuals whom they pertain, not the TeamSnap group. TeamSnap is the primary communication tool used by CHESS Knights and all CHESS Knights information and activities shall be posted through TeamSnap.

The CHESS Knights Facebook groups including but not limited to: CHESS--Members Only group, CHESS CO-OP group, C.H.E.S.S Knights Fans Page, are to be used as a secondary form of communication.

ARTICLE V

IMPEACHMENT

In order to establish a transparent process for addressing any board or leadership team members misconduct or failure to fulfill their responsibilities, one's position is subject to impeachment.

- Board and team members are responsible for attending all meetings. If a board or team member is unable to attend, they must notify the board/team at their earliest convenience. If a board/team member misses three meetings, their position is subject to review by the Administrative board and/or the Advisory Team.
- Board and team members are responsible for adhering to the CHESS Knights bylaws. If the board or team members behavior fails to meet the standards outlined in the code of conduct they are subject to review by the Administrative Board and/or the Advisory Team.
- Board and Team members are expected to fulfill their duties and responsibilities outlined in their job description. Failure to fulfill their responsibilities and duties will be subject to review by the Administrative Board and/ or the Advisory Team.

ARTICLE VI

CODE OF CONDUCT

As Christian home educators, we are a representative of both Christ and home education in the community. Please ensure conduct will reflect well on both.

Member families will act in such a way that their words and actions promote the unity and encouragement of fellow CHESS Knights families.

Member families will avoid acting or speaking in such a way that is considered disrespectful, offensive, immoral, intimidating, or rude.

Member families will avoid gossiping to or about other CHESS Knights families.

Members are expressly prohibited from possessing weapons, drugs, e-cigs, or paraphernalia of any kind and brandishing pocket knives or other tools as weapons at any CHESS Knights events or organizational activities.

Member families will be responsible for their own children's behavior to ensure they are acting in accordance with this Code of Conduct.

Any member of the Organization that persists in violating this Code of Conduct are considered to be conducting themselves in a way that is contrary to the specific and primary purpose of the organization. Such members may have their membership revoked by the CHESS Knights Advisory Team in an attempt for correction and restoration.

See Discipline Guidelines below.

DRESS CODE

In pursuant of modesty in one's conduct, we also require modesty in dress. Members of CHESS Knights organization are to both act and dress modestly while attending any activity represented, organized, or sponsored by the CHESS organization. Modesty being defined as: one's behavior, manner, or appearance intended to avoid impropriety or indecency.

To assist in the understanding of modesty, we require participants to wear clothing that:

- is AT LEAST 50% along the femur bone and beginning along the hip bone for lower worn garments. Examples of lower garments are: shorts, skirts, dresses, etc.
- Upper garments are to not show any navel/midriff and must not be revealing. Participants in CHESS may not wear bare back or razor/lasered shirts that are revealing in nature. Shirts must also be at least three fingers length on shoulders or be covered by a jacket or covering of some sort.
- In the event that the CHESS event calls for a bathing suit or swim suit, the suit chosen by members must also adhere to modesty. Bathing/swimsuits are to remain at least 50% along femur and above hip bone for males; females are to dress in non revealing, one-piece swim wear with full bottom coverage. No speedos or thong type swimwear for either gender.

- Clothing items with provocative, offensive, drug or alcohol related, or gang-related pictures of paraphernalia, items depicting or promoting acts of violence, guns, weapons, death, dismemberment, disfigurement, or other vulgar items are not permitted.
- Clothing normally intended to be worn as undergarments should not be visible or worn as outerwear. Undergarments must be covered at all times – whether in sitting, bending, or standing positions.

Failure to abide by these guidelines may result in being asked to leave the event/activity or if repetition in failing to abide by these rules, may result in more aggressive disciplinary actions.

DISCIPLINE GUIDELINES

Adult Conflict Resolution: (The following is in reference to adult interaction)

1. Give yourself time to calm down.
2. Pray!
3. Be humble. Your attitude should be reflective of the Christian values on which this organization was established.
4. Be merciful: “Let love cover a multitude of sins.” Perhaps this incident can be resolved without confrontation by extending grace, forgiveness and being merciful.
5. Be a peacemaker: Does this situation require confrontation? If you feel this conflict can be resolved privately, go to that person. Or, if you prefer, a Advisory Team Member(s) will be available to serve as a mediator(s). If the problem persists, both parties should then meet with all Advisory Team members. If no resolution is reached, the conflict should be taken to a neutral mediator (agreed upon by both parties).

This procedure is to be strictly followed. Any member approaching a Advisory Team Member with a conflict within the group will be asked if he/she has abided by the guidelines 1-5 above.

Membership Conflict Resolution: (The following is in reference to all members)

1. First infractions are given a warning and to be noted as a reprimand on the family’s file.
2. Second infractions are subject to a meeting with the Advisory Team and a second reprimand on the family’s file.
3. Third infractions are subject to removal from the CHESS organization and all associated events, sports, co-ops, and all activities within the organization as a whole. This final stage of discipline is also to be noted on the family’s file.

*All conflicts are subject to further disciplinary action at the discretion of the board depending on the severity of the incident in question. *

ARTICLE VI

STATEMENT OF FAITH

1. The Bible is the living Word of God and is the infallible, inerrant and the final authority for all matters of faith and conduct (II Timothy 3:16-17)
2. There is one God existing in three Persons-Father, Son, and Holy Spirit. (Matthew 28: 19, II Corinthians 13:14)
3. Jesus was born of a virgin, died for our sins, rose again on the third day, and ascended to Heaven. It is through His death and resurrection that we can have eternal salvation and avoid eternal punishment. It is by God's grace, not by our works, that we are saved through faith in Christ. (Romans 4:25, Ephesians 2:8-9)
4. The ministry and gifting of the Holy Spirit is for the edification and unification of the Church to the glory of Jesus Christ. (John 16:7-15, I Corinthians 12:3-11, I Corinthians 14:12)
5. In Christ we, who are many, form one body. (Romans 12:4-5)

We reject the anti-Christian tenets of secular humanism, including the general theory of evolution, one world government, government mandated sex education, government mandated parenting courses, modern feminist ideology and abortion.

We believe that the family is the basic governmental, social, and spiritual unit created by God. In it, the child gradually learns how to govern himself/herself properly, how to conduct himself/herself in social relationships, and how to develop a relationship to the Creator and Savior. (Ephesians 6:1-3, Colossians 3:20).

We understand family to mean one biological male and one biological female parent with one or more children, all related by the institution of marriage, though we recognize the exception of a single parent.

We reject the homosexual marriages or homosexual orientation because it is contrary to scripture and the intentions of God in Creation (Romans 1:18-32). As well, we reject transitory cohabitational relationships as being equally in violation of God's law and incapable of providing the long-term nurture and instruction needed by children and commanded by God

(Proverbs 1:8-9, Colossians 3:21, Ephesians 6:4). In view of this, no homosexual or merely co-habiting “parents” are eligible for membership.

EXECUTION AND AMENDMENTS

These by-laws shall become effective upon approval by board members present at a board meeting called for that purpose. Written notice of the amendment will be posted on the email loop within one (1) week of the meetings. It is the responsibility of the individual members to access this information, if so desired.

FIELD TRIP AND EVENTS CONDUCT

Scheduling and payment arrangements shall be determined by the Event Coordinator or the designated individual(s) for each field trip.

Please be considerate and contact the Event Coordinator or the designated individual(s) at least 24 hours in advance if you cannot make a field trip for which you are registered.

The coordinator is working hard, so please, sign up on time and show up on time period as a courtesy. Please arrive at the field trip destination at least 10 minutes early.

All prepaid field trip fees are nonrefundable. It is recommended that the coordinator(s) not pay for field trips from their own personal funds.

If a member fails to appear for a field trip in which he or she has been scheduled, resulting in loss of discount for all participants, that member may be required to prepay for any further field trips he or she wishes to attend for the remainder of the school year.

All participants of CHESS events and field trips are subject to the CHESS Knights Code of Conduct. Failure to adhere to these guidelines will result in disciplinary action.