

**BY-LAWS of the Penn Hills Midget Football Association | Est. 1945**  
**PA \ 1968 \ EIN# [REDACTED]**

**1945-2025>**

**Article 1 – Definition**

**Section 1**

This organization shall be known hereinafter as the Penn Hills Midget Football Association, or PHMFA. The PHMFA is a non-profit corporation located in Penn Hills, Allegheny County, Pennsylvania.

**Article 2 – Mission/Objectives**

**Section 1**

To provide Football & Cheerleading opportunities for those located in Penn Hills and surrounding areas who meet the required age, weight, residency, and financial requirements set forth by the PHMFA.

**Section 2**

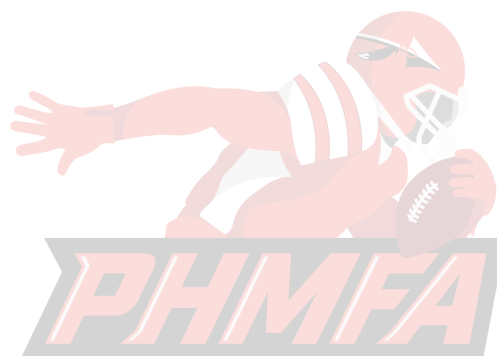
To teach the ideals of good sportsmanship, honesty, courage, and reverence.

**Section 3**

To ensure that the supervisors bear in mind that the attainment of exceptional athletic skill, or winning of games, is second to the molding of future citizens.

**Section 4**

The assets accumulated by this association shall be used in accordance with the bylaws of the PHMFA.



## Article 3 – Membership

**Section 1** **Rules Governing Membership** – Any person who meets the requirements as stated by the PHMFA.

**Section 2** **Honorary Members** – Any person performing reasonable services required by the PHMFA and has turned in all required documentation.

- A. PHMFA online Application form.  
<https://www.thephmfa.com/copy-of-volunteer-application>

**Playing Members** – Those who are of proper weight & age, and have met all financial and residency requirements, and participates in all fundraising and promotional activities as determined by the Board of the PHMFA.

- A. Proof of Penn Hills Residency  
B. Penn Hills Report Card  
C. Birth Certificate

Current Big East Ages & Weights - Updated 7/1/2024 Age is of MAY 1st of said season.

- Scouts - Ages 4-6 - UNLIMITED
- Braves - Ages 7 & 8 - 135 lbs
- Indians - Ages 9 & 10 - 155 lbs
- Bantams - Ages 11 & 12 - 175 lbs Unlimited for Linemen (between Tackles)

The Board shall have the right to refuse or terminate membership to any person who, in the opinion of the Board, does not serve the best interest of the PHMFA and its members.

**Section 3** **Dues** – Annual dues may be required by the PHMFA for all members.

**Section 4** **Discipline** – The Executive Board shall have the authority to privately discipline, suspend, or expel, any member, except PHMFA officers, for proper cause. This may consist of violations of the PHMFA By-Laws, the PHMFA Zero Tolerance Policy, or for any offense which in the opinion of the Board, or CEO, is deemed detrimental, and prejudicial to the welfare of the PHMFA, or for the improper use of the PHMFA name, assets, or reputation.

## Article 4 – The PHMFA Board

**Section 1** **Duties and Powers of The Board** - To carry out and enforce the PHMFA, By-Laws, policies, rules, regulations and mission.

**Section 2** **Executive Board** - The entire management of the PHMFA, its affairs, property and assets is vested in the Executive Board of the PHMFA which consist of The Chief Executive Officer (CEO), President, Treasurer, and Secretary. Additional officers can be added in accordance with the by-laws; these shall be limited to the Vice President, League Representative, and Marketing Director.

### **Section 3** **Meetings** –

A. The executive board reserves the right to be notified and attend any meeting involving the PHMFA, or its members.

#### **Monthly Board Meetings -**

- A. A yearly schedule is to be created by the CEO and must consist of 12 Monthly board Meetings.
- B. The CEO shall be chair, or appoint any officer to be chair, over monthly Board meetings.
- C. Monthly Board Meetings shall be held on the first Sunday of every month unless otherwise disclosed in accordance with the by laws.
- D. Those in attendance must be, but are not limited to all Trustees including Officers, Directors, and Chairman.
- E. Any Officer who misses 3 monthly meetings during one calendar year will be removed from the executive board and shall serve in a current, or newly created trustee position.
- F. Meeting Absences of Directors, Chairmen, Managers, or Coordinators consisting of 3 or more will be immediately removed from their Trustee position and can no longer serve on the PHMFA Board for the remainder of the calendar year, or, until reinstated in accordance with the PHMFA bylaws.

#### **Seasonal Meetings -**

A. All Seasonal Meetings will be scheduled by the President. Meetings must be announced to the executive board no less than 3 days in advance.

#### **Emergency Meetings -**

A. Emergency meetings can be called by any Trustee. All current Trustees must be notified of the time, date, and reason for the meeting. Outcome of changes must be made in accordance with the bylaws.

**Section 4 The PHMFA Board** - The CEO or Executive Board may determine that additional trustees and Honorary Members be added to the PHMFA board to represent its affairs, assets and memberships during a calendar year or customary football season. The Board shall not exceed 13 Members.

**A. Trustees of the PHMFA** Trustees, or also hereinafter known as PHMFA Board Members, must occupy a position, or position office on the PHMFA Board in accordance with the by laws. Any change or addition to positions or offices shall be determined by the executive board in January. Only unoccupied positions or offices can be eliminated in accordance with the bylaws . These positions shall consist of 1 or more of the following:

**1) Officers**

- 01. CEO
- 02. President
- 03. Treasurer

04. Secretary

- 01. Vice President
- 02. Marketing Director
- 03. League Representative

**1) Directors**

- 01. Football Director
- 02. Cheerleading Director
- 03. Facilities Director

**2) Chairmen**

- 01. Fundraising Chair
- 02. Booster Chair
- 03. Concession Chair
- 04. Varsity Chair

**B. Honorary Members of the PHMFA Board** Honorary Members of the PHMFA Board, must occupy a position on the PHMFA Board in accordance with the by laws. These shall consist of, but not be limited to:

**1) Managers**

- 01. Field Manager
- 02. Equipment & Uniform Manager
- 03. Team Parents Managers
- 04. Head Coaches

**2) Coordinators ...**

- 01. Game Day Coordinator
- 02. Event Coordinator
- 03. Photographer

**Section 5 Filling Vacancies**

- A. Only an Honorary member can be considered for a trustee position.
- B. Trustees are appointed by the CEO, or following a Vote made by the executive Board. A 2/3 majority Vote must be met to proceed.
- C. Trustees can be added to the board at any time in accordance with the by laws.
- D. Nominees for Trustee must turn in the following volunteer form (<https://www.thephmfa.com/copy-of-volunteer-application>) or send nominations in writing to the PHMFA
- E. The length of a Trustees term shall be for life, or until said trustee has resigned, misses 3 or more monthly board meetings, or is removed from the board in accordance with the bylaws.
- F. Any Honorary member appointed or voted in as a Trustee must sign the PHMFA Agreement before the next scheduled board meeting or said position will remain vacant until said member signs the agreement, or a replacement is found.

- G. Officer Vacancies - Officer vacancies can only be filled by a Trustee who has served during the last known summer/fall season. Nominations for Officers must be presented by an officer, or trustee, in writing to the executive board. A 2/3 majority vote of the current board is needed to proceed in appointing any officer, or will otherwise be determined, or filled by, the CEO, or said job role is eliminated in accordance with the bylaws.
- H. Elected Officers of the executive Board will begin their term immediately following any vote to fill a vacancy. No officer can be elected into office from the days of July 1st through October 31st.
- I. A Trustee filling a Vacancy will serve the remainder of the Term. A By yearly Election will be held in Jan to elect new Officers in accordance with the by laws.
- J. If an Officer or Director is Voted out of their position they will remain a Trustee for Life in accordance with the by laws.
- K. Upon death or resignation of the CEO the executive board shall appoint a new CEO in accordance with the bylaws, or the role of CEO shall be removed, and duties absorbed by the executive board, and carried out in accordance with the bylaws and mission of the PHMFA.

## **Article 5 – Executive Officers of the Board**

### **Section 1 Duties and Powers of The Chief Executive Officer Term = Life**

- A. Make changes, additions, or provisions to the PHMFA By-Laws.
- B. Make rules and regulations for its own procedures.
- C. Enforce the rules and regulations of the PHMFA.
- D. Sign or countersign all written contracts, obligations, and instruments of The PHMFA as required.
- E. Conduct administrative business of the PHMFA.
- F. Privately discipline or expel PHMFA Officers, Trustees or Members.
- G. Oversee the PHMFA fields & facilities.
- H. Oversee the sharing of administrative access to all accounts.
- I. Oversee portals for communication to the Board & Members.
- J. Oversee and Maintain social media accounts including thePHMFA.com
- K. Account for the funds received through the PHMFA Bank account.
- L. Appoint and nominate Trustees, Officers & Honorary Members to the PHMFA Board.
- M. Oversee all duties and responsibilities of the Officers, Trustees & Members.
- N. Fulfill all duties, powers and positions during officer vacancies.
- O. Fill vacancies in all management of the PHMFA..
- P. Preside over all scheduled & emergency meetings.
- Q. Make an annual report on the state of the PHMFA.
- R. Appoint seasonal teams, activities, events and aspirations to serve the mission of the PHMFA.
- S. Create the PHMFA's Yearly Schedule consisting of but not limited to Meetings, Events, and Seasons.

## **Section 2** **Duties and Powers of The President: Term = 2 Year, No Limit**

- A. Carryout and institute the vision of the CEO.
- B. Enforce the Rules & Regulations of the PHMFA.
- C. Attend all Meetings and events.
- D. Call all seasonal meetings.
- E. Supervise all duties and responsibilities of the Football Director, Cheerleading Director, and Team Parents.
- F. Oversee the responsibilities of Trustees & Honorary Members.
- G. Fill vacancies in the management of the PHMFA.
- H. Make an annual report on the state of the PHMFA's Football program.
- I. Sign or countersign written contracts, obligations, and instruments of The PHMFA as required.
- J. Perform such other duties as assigned by the CEO or board.
- K. Nominate Trustees for officer positions as deemed necessary by the Board.
- L. Nominate Honorary Members for Trustee positions on the PHMFA Board.
- M. Vote on items related to the PHMFA including officer elections.

## **Section 3** **Duties of The Secretary: Term = 2 Year - No Limit**

- A. Attend all PHMFA meetings and events.
- B. Perform all duties associated with the Office of Secretary.
- C. Sign or countersign written contracts, obligations, and instruments of the PHMFA as required by the Board.
- D. Conduct or cause to be conducted all official correspondence of the PHMFA.
- E. Issue or cause to be issued all notices of meetings.
- F. Keep minutes and records of all meetings and actions of the Board.
- G. Keep or cause to be kept all records necessary to the PHMFA, such as membership, attendance, registrations, player books, correspondence, etc.
- H. Perform such other duties as assigned by the CEO or board.
- I. Nominate Trustees for officer positions as deemed necessary by the Board.
- J. Nominate Honorary Members for Trustee positions on the PHMFA Board.
- K. Vote on items related to the PHMFA including officer elections.

## **Section 4** **Duties and Powers of The Treasurer: Term = 2 Year - No Limit**

- A. Attend all Monthly Board Meeting and events.
- B. Perform all duties associated with the Office of the Treasurer.
- C. Collect all dues, fines, registration fees, grants, and all other monies as required by the Board.
- D. Sign or countersign written contracts, obligations, and instruments of The PHMFA as required by the Board.
- E. Account for all funds received, or paid by the PHMFA.
- F. Pay all financial obligations of The PHMFA as approved by the Board.
- G. Perform such other duties associated with the office of Treasury as assigned by the CEO or Executive Board.
- H. Nominate Trustees for officer positions as deemed necessary by the Board.
- I. Nominate Honorary Members for Trustee positions on the PHMFA Board
- J. Vote on items related to the PHMFA including officer elections.

## **Section 5** **Duties and Powers of The Vice President: Term = 2 Year - No Limit**

- A. Attend all PHMFA meetings and events.
- B. Preside over seasonal meetings in the absence of the President.
- C. Enforce the rules and regulations of the PHMFA.
- D. Supervise all duties and responsibilities of the Chairmen.
- E. Sign or countersign written contracts, obligations, and instruments of The PHMFA as required.
- F. Carry out all duties of the President in their absence.
- G. Nominate Trustees for officer positions as deemed necessary by the Board.
- H. Nominate Honorary Members for Trustee positions on the PHMFA Board
- I. Vote on items related to the PHMFA including officer elections.

## **Section 6** **Duties and Powers of The League Representative: Term = 2 Year - No Limit**

- A. Enforce the rules and regulations of the PHMFA and current league in accordance with the PHMFA By laws
- B. Attend all PHMFA meetings and events.
- C. Attend all League meetings & league events.
- D. At all times possess the member books/binders for current league and PHMFA board viewing as required by the current League or PHMFA Board.
- E. Oversee the conduct & activity related to the office of league representative during games. Including but not limited to: Player weigh-ins, Coaches & Player conduct, Referee relations. Field concerns. Field access. All game play conduct & conflicts.
- F. Discipline any unruly, player, coach or common spectator during League games, with the assistance of one other executive board member and security, if available.
- G. Sign or countersign written contracts, obligations, and instruments of The PHMFA as required.
- H. Nominate Trustees for officer positions as deemed necessary by the Board.
- I. Nominate Honorary Members for Trustee positions on the PHMFA Board
- J. Vote on items related to the PHMFA including officer elections.

## **Section 7** **Duties and Powers of The Marketing Director: Term = Life**

- A. Enforce the rules and regulations of the PHMFA.
- B. Attend all PHMFA meetings, and events.
- C. Oversee the visual & audio representation of the PHMFA including Social media, photography, uniforms, apparel, games, advertisements, endorsements, sponsorships, events, facilities and Staff.
- D. Supervise all duties and responsibilities of the social media administrators, photographers, Djs, and Event Hosts.
- E. Sign or countersign written contracts, obligations, and instruments of The PHMFA as required.
- F. Nominate Trustees for officer positions as deemed necessary by the Board.
- G. Nominate Honorary Members for Trustee positions on the PHMFA Board.
- H. Vote on items related to the PHMFA including officer elections.

## Article 6 – Trustees & Honorary Members of the Board

### Section 8 Duties and Powers of The Football Director: Term = 2 Year - No Limit

- A. Attend all PHMFA meetings, events & practices.
- B. Enforce the rules and regulations of the PHMFA.
- C. Oversee & supervise the Football Teams Staff, including, but not limited to, head coaches, assistant coaches, team managers, and teen coaches.
- D. Create a yearly practice & training schedule for the seasonal football teams.
- E. Oversee the maintenance and inventory of all Team safety & training equipment.
- F. Assure all Football Teams are properly staffed. Inform the board immediately upon any unwanted vacancies.
- G. Oversee the collaboration of all PHMFA Football teams to assure fundamental & experienced teachings, play calling and over all conduct between teams is applied fluidly throughout the PHMFA.
- H. Report to the board at any time a clear and concise report of any PHMFA Football Team.
- I. Provide all needed information to coaching staff related to the year.
- J. To be responsible to The PHMFA for the accounting of funds and all other activities related to the position of Football Director as deemed so by the board.
- K. Nominate Trustees for officer positions as deemed necessary by the Board
- L. Nominate Honorary Members for Trustee positions on the PHMFA Board.
- M. Vote on items related to the PHMFA including officer elections.

### Section 9 Duties and Powers of The Cheerleading Director: Term = 2 Year - No Limit

- A. Enforce the rules and regulations of the PHMFA.
- B. Attend all PHMFA meetings, events & practices.
- C. Oversee & supervise the Cheerleading Teams Staff, including, but not limited to, head coaches, assistant coaches, team managers, and teen coaches.
- D. Create a yearly practice & training schedule for the seasonal PHMFA Cheerleading teams.
- E. Oversee the maintenance and inventory of all Cheerleading Team uniforms, and safety & training equipment.
- F. Assure all Cheerleading Teams are properly staffed. Inform the board immediately upon any unwanted vacancies.
- G. Oversee the collaboration of all PHMFA Cheerleading teams to assure fundamental & experienced teachings, routines, and overall conduct between teams is adequate and appropriate for any teams/age groups, and applied fluidly throughout the PHMFA.
- H. Report to the board at any time a clear and concise report of any PHMFA Cheerleading Team.
- I. Provide all needed information to coaching staff related to the year.
- J. To be responsible to The PHMFA for the accounting of funds and all other activities related to PHMFA Cheerleading
- K. Nominate Trustees for officer positions as deemed necessary by the Board
- L. Nominate Honorary Members for Trustee positions on the PHMFA Board
- M. Vote on items related to the PHMFA including officer elections.



## **Section 10** **Duties and Powers of Chairman: Term = Life**

- A. Attend all scheduled monthly meetings and events.
- B. Enforce the rules and regulations of the PHMFA.
- C. Perform all duties related to the committee in which one is Chair over.
- D. Perform all other duties as assigned by the Board.
- E. Shall be ultimately responsible to The PHMFA for the accounting of funds and all other activities related to the committee in which one is Chair over.
- F. Nominate Trustees for officer positions as deemed necessary by the Board
- G. Nominate Honorary Members for Trustee positions on the PHMFA Board.
- H. Vote on items related to the PHMFA including officer elections.

## **Section 11** **Duties of Managers and Honorary Members Term = 1 Year**

- A. Enforce the rules and regulations of the PHMFA.
- B. Perform all duties assigned by the Board.
- C. Shall be ultimately responsible to The PHMFA for the accounting of funds and all other activities related to the committee in which one is Manager or Honorary Member over.
- D. Nominate Honorary Members for Trustee positions on the PHMFA Board
- E. Vote on items related to the PHMFA as deemed necessary by the executive board.

## **Section 12** **Voting** The Executive board in accordance with the bylaws reserves the right to abstain from voting on items if it deems it unnecessary.

- A. If at any time the Executive board alone, or in conjunction with any PHMFA member/s cannot come to an agreement, a vote can be called by any PHMFA Board Member to conclude an item. Once a vote is initiated it must be followed through in accordance with the by laws.
- B. Votes must be cast by all Members of the PHMFA Board. (13, Thirteen)
- C. A two-thirds (2/3) majority vote of the Board is needed to proceed. (9, NINE)
- D. Once an item is voted on it cannot be brought again to a vote until the following year, unless the item had been vetoed.
- E. The CEO alone, or in conjunction with the executive board shall have the right to veto any outcome, or activity seen not to serve the best interest of the PHMFA, its mission, or members or is not in accordance with the PHMFA Bylaws, policies, rules, or regulations.

- A. **Rights to vote:** Voting is reserved for Members of the PHMFA Board, and can only take place during monthly, seasonal and emergency meetings. The executive board can determine to open the process of voting to Honorary Board members in accordance with the bylaws.
  
- B. **Voting for officers:** Voting for officers is reserved for the Executive Board, and board of Trustees, and can only take place during monthly, or emergency meetings.
  
- C. **Voting in a new CEO:** Voting in a new CEO requires the resignation or death of the previous, or current CEO. A unanimous decision by the last known and existing CEO, the current Executive board, Board of Trustees, and all Honorary Board Members must be met to proceed in appointing a new CEO. Prior to said vote, a committee shall be formed to vet out any nomination/s. This committee shall consist of the last known existing CEO, the Executive board, PHMFA Trustees, Honorary Members, Bethany Slaughaupt of the PHMFA, former Vice President Robert Kemp of the PHMFA, any former President of the PHMFA, the current Penn Hills High School Head Coach.
  
- D. **Polls:** During the year the board can determine to run polls for its members to actively influence the outcomes of decisions for items pertaining to the season & Event Schedule. Polls are not to be counted as the determining factor in the making of a decision but merely an influence of members to the PHMFA Board. The Board, executive board & CEO reserves their rights in accordance with the bylaws.

## Article 7 – Finances

**Section 1      Budgets** - Each year all members of the PHMFA board must provide an adequate budget to the Executive board if applicable, which properly satisfies the financial needs brought forth by items required to organize and carry out the activity of the PHMFA. These budgets are due at the February board meeting.

**Section 2      Obligations** - An order of processed financial payments must be made to properly protect the PHMFA, its Board, members and mission. These shall consist of the following in order which they are to be satisfied: WIX/the PHMFA.com, GOOGLE, PHMFA facility leases & agreements, yearly liability Insurance, Equipment Vendors, and League Dues. No financial obligation shall be paid prior to these.

**Section 3      Profit** - It is necessary and appropriate for the PHMFA to generate profits to adequately provide the necessary funds to start and sustain future seasons. It is not the object of the PHMFA to drain the funds at the end of each calendar year or season. The board is to assure first & foremost that the funding is available to satisfy the financial obligations as stated in Article 7. Section 2 PHMFA bylaws following each season and before any team celebrations, banquets or ceremonies are determined.

## Article 8 – Seasons

**Section 1** Schedule - Each year the PHMFA Board will determine a schedule during the February meeting for all playable seasons. These seasons can consist of, but not be limited to:

- Summer & Fall Football & Cheerleading, Spring Clinics, Summer Camps, Combines, 7on7, Flag Tournaments, Semi Pro, Off Season Training

**Section 2** Summer/Fall Football & Cheerleading Leagues - The PHMFA is part of the Big East Youth Football League (BEYFL/Big East). During our Big East membership all rules and regulations of the Big East shall be adopted by the PHMFA without superseding the ByLaws of the PHMFA.

- A.** All PHMFA Games & Events are held at the PHMFA Home Field on Saturdays unless otherwise determined by the board during the February Board Meeting.

League Membership The PHMFA Board will hold a January agenda item to discuss our current standings within the league and determine if renewal is applicable.

League Dues: The Big East requires an initial fee of \$1000 for first-time Members. \$750 Each year thereafter. This is paid for by the PHMFA.

- A.** Big East Player Requirements - Every player must turn in an original Birth Certificate, Proof of Penn Hills Residency and attend any mandatory weigh ins (make weight).

**Section 3** Spring Clinics

- A.** Clinics are held at the PHMFA Home Field (MASON MURRAY FIELD) Located inside Friendship Park in Penn Hills, Pa every Wednesday in May from 6-8p.
- B. DUES** Spring Clinics are FREE to Boys & Girls who are current Residents of Penn Hills, PA between the ages of 4 & 13

**Section 4** 7 on 7 - Members Only: *Not available at this Time*

**Section 5** Flag Tournament - *Members Only: Not available at this Time*

**Section 6** Camps - *Members only: Not available at this Time*

**Section 7** Combines – *Members Only: Combine is held in June on Saturday.*

**Section 8** Semi-Pro - *Members Only: No Semi Pro Teams at this Time*

**Section 9** Off Season Training - *Members only:*

## Article 9 – Events

**Section 1** Schedule -

Each year the PHMFA Board will determine a yearly event schedule to be offered to members during, or by the February meeting. These can consist of, but not be limited to:

- A. All applicable “Seasons”: Penn Hills Memorial Day Parade, Penn Hills Community Day, Penn Hills Carnival, PHMFA BBQ Bash, National Night Out, PHHS Youth Night, Senior Night, Pep Rallies, PHMFA Pizza Party, Sports Night, Movie Night, Team Celebrations and the PHMFA Banquet.

## Article 10 – Branding

**Section 1** **Team Names** - The PHMFA shall have 5 Teams at any given time. These teams shall be named in the following order starting with oldest in terms of age:  
BANTAMS- INDIANS - BRAVES - SCOUTS

**Section 1** **Logo** - The PHMFA Logo consists of the Red football character in an active running position holding a football, with the “PHMFA” Banner below the waistline.

**Section 2** **Banner** - The PHMFA banner consist of a custom Font and should read “PHMFA” in RED with a BLACK Border

**Section 3** **Cheerleading Logo/Banner** - The PHMFA Cheerleading Logo shall consist of the PHMFA Banner with the addition of a custom font reading “Cheerleading” in Gold or Silver Metallic and a silhouette of the PHMFA Cheerleader in a sitting position with spread legs & raised hands holding pom-poms on top of the PHMFA Banner.

**Section 4** **Colors** - All coloring for uniforms, apparel, flyers, posts, etc. shall follow the PHMFA Brand Guide:

- A. Primary Color - RED
- B. Secondary Color - WHITE
- C. Trim Color - BLACK

*Deviations of this color combination must be approved each year prior to the Summer Fall Season and shall consist of the following color schemes.*

### OPTION 1

Primary Color - WHITE  
Secondary Color - RED  
Trim Color - BLACK

### OPTION 2

Primary Color - VEGAS GOLD  
Secondary Color - RED /WHITE  
Trim Color - WHITE / BLACK

### OPTION 3

Primary Color - BLACK  
Secondary Color - VEGAS GOLD  
Trim Color - WHITE / RED

### OPTION 3

Primary Color - GRAY  
Secondary Color - RED/WHITE  
Trim Color - BLACK

**Section 5** **Uniforms** - The PHMFA Tackle & Flag Game Jersey shall be of Riddell or comparable manufacturing, sublimated, and carrying the PHMFA logo within its background. Deviations of this, including the use of Sponsor & player names, logos (including league & School District logos) must be approved by the CEO.

## Article 11 Adoption of BY-LAWS

### Section 1

The PHMFA By-Laws shall be adopted by a majority vote of the Board at the time of its proposal to the Board for ratification.

### Section 2

The PHMFA By-Laws shall be enforced and effective immediately upon their adoption.

### Section 3

All activity conducted during each season shall be in accordance with the PHMFA by laws. Any revision requests to the PHMFA bylaws shall be presented in writing by a trustee and sent to the [PHMFA@gmail.com](mailto:PHMFA@gmail.com) or during any monthly board meeting. A review and vote of the proposed change will be held during any two consecutive board meetings from December 1st - April 15th, by the Board. A  $\frac{2}{3}$  vote of the board at the first said meeting is needed for a bylaw change to proceed to the second meeting. If the change fails to meet the  $\frac{2}{3}$  majority during the first meeting the current item shall remain unchanged for the remainder of the year. A unanimous decision by the executive board only must be met during the second meeting to initiate the bylaw change. The CEO reserves the right to amend the bylaws at any time at their discretion to better serve the PHMFA's Mission, regulations, and for needed updates pertaining to the seasons and member requirements. Notification of amendments shall be brought before the executive board prior to any change being made. No bylaw shall be changed which can affect any acting member's position, but must be in accordance with the current bylaws.

#### **PHMFA Board 07/01/2019- 04/04/2024**

- President -James J. Bradley
- Treasurer - James J. Bradley
- Secretary - James J. Bradley
- Marketing Director - Bethany Slaughaupt

#### **PHMFA Board 04/04/2024 - 12/31/2024**

- CEO: James Joseph Bradley
- Acting President -Joseph Joiner
- Acting Treasurer - James J. Bradley
- Acting Secretary - James J. Bradley
- Marketing Director - Bethany Slaughaupt

#### **PHMFA Board as of 01/01/2025**

- CEO: James Joseph Bradley
- President -James J. Bradley
- Vice President - Aesha Rice
- Treasurer - Renee Farrel
- Secretary - April Reynolds
- Marketing Director - Bethany Slaughaupt
- Varsity Chairman - Myles Eanes
- Equipment Manager - Thomas Kilcrease
- Team Parent(Cheer) - Amber Land