

Keeping Track

DeMolay International:

☐ Withdrawn ☐ Amended ☐ Defeated ☐ Adopted ☐ Adopted as Amended

Board of Directors:

☐ N/A ☐ Withdrawn ☐ Amended ☐ Defeated ☐ Adopted ☐ Adopted as Amended

DEMOLAY INTERNATIONAL 2025 MID-YEAR MEETING LEGISLATIVE CALL

CALL ITEM # 1

Purpose: To create the position of Executive Director, including establishing duties and areas of responsibility.

Proposed by: J. Wendell Haney, IL (Board of Directors), Anthony Pickren, FL (Board of Directors), Greg Schaeffer, PA (Board of Directors), R. Jody Meguiar, FL (Executive Officer), Robert L. Myers, IA (Executive Officer), Peter W. Brusoe, NY (Executive Officer), Troy M. Hawkins, IN, Christopher C. Danner, FL, Michael Blankinship, FL, David K. P. Helms, IL, James Kuester, WI, Samuel Whitehead, MT.

Amend: By-Laws, Rules and Regulations

ARTICLE VI BOARD OF DIRECTORS

Section 9 - Review of Salaries and Expenses. The Board of Directors shall review the salary and expense structure for all employees of DeMolay International. ~~The Grand Secretary, with the approval of the Board of Directors, shall employ or terminate the employment of the administrator in charge of the headquarters office.~~ The Board of Directors shall provide for mandatory retirement at age seventy of all salaried employees of DeMolay International. (2013)

Section 10 - Executive Director. The Board of Directors shall employ or terminate the employment of the Executive Director of DeMolay International. The Executive Director shall manage the headquarters office and employees of DeMolay International. The Executive Director shall perform duties as assigned by DeMolay International, the bylaws or the rules and regulations, and by the Board of Directors.

Section ~~10~~ **11** - Action by Mail or Written Consent.
Remainder unchanged for this article and section.

ARTICLE VII OFFICERS

Section 5 - Duties.

(b) Grand Secretary. The Grand Secretary shall:

~~(1) Control the general offices of DeMolay International, under supervision of the Board of Directors and Grand Master. He is responsible for the general extension and promotion of the Order. He shall~~ Report to the Executive Officer and the Grand Master any departure by Chapters from these bylaws or the rules and regulations or the principles of the Order. ~~In the discharge of these duties, he may follow means not prohibited by these bylaws or the rules and regulations. and may designate any person to represent him in the exercise of his authority.~~

Balance of GS duties remain unchanged

ARTICLE IX FISCAL AND LEGAL

Section 2 - Controller. The Controller in DeMolay headquarters **shall manage all finances of DeMolay International and** reports directly to the ~~Grand Treasurer~~ **Executive Director**, who may employ and govern the tenure of the Controller. ~~and, in consultation with the Grand Secretary, establish the Controller's salary.~~ The Controller shall perform the duties appropriate to the office and those assigned by DeMolay International, the bylaws or the rules and regulations, or by the ~~Grand Treasurer~~ **Executive Director**.

RULES AND REGULATIONS ARTICLE 2 – OFFICERS

202.2 - Grand Secretary. In addition to the duties set forth in the bylaws, the Grand Secretary shall, **in coordination with the Executive Director:**

All duties remain unchanged.

202.3 - Grand Treasurer. In addition to the duties set forth in the bylaws, the Grand Treasurer shall, **in coordination with the Controller:**

All duties remain unchanged.

Rationale:

This legislation modernizes the corporate structure of DeMolay by aligning it with established business practices . Historically, the organization was overseen by Dad Land, who served as both Grand Secretary and CEO. In modern times, we have hired an Executive Director who must be empowered to fulfill this leadership role and have it properly outlined in our governing documents. This also includes the optimization of our financial operations, ensuring that a clear and effective chain of command is maintained within our corporate headquarters aligning to modern day business practices.

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**DEMOLAY INTERNATIONAL
2025 MID-YEAR MEETING LEGISLATIVE CALL**

CALL ITEM #2

Purpose: To create the position of Executive Director, including establishing duties and areas of responsibility.

Proposed by: J. Wendell Haney, IL (Board of Directors), Anthony Pickren, FL (Board of Directors), Greg Schaeffer, PA (Board of Directors), R. Jody Meguiar, FL (Executive Officer), Robert L. Myers, IA (Executive Officer), Peter W. Brusoe, NY (Executive Officer), Troy M. Hawkins, IN, Christopher C. Danner, FL, Michael Blankinship, FL, David K. P. Helms, IL, James Kuester, WI, Samuel Whitehead, MT.

Amend: By-Laws, Rules and Regulations

**ARTICLE VI
BOARD OF DIRECTORS**

Section 9 - Review of Salaries and Expenses. The Board of Directors shall review the salary and expense structure for all employees of DeMolay International. ~~The Grand Secretary, with the approval of the Board of Directors, shall employ or terminate the employment of the administrator in charge of the headquarters office.~~ The Board of Directors shall provide for mandatory retirement at age seventy of all salaried employees of DeMolay International. (2013)

Section 10 - Executive Director. The Board of Directors may shall employ or terminate the employment of the Executive Director of DeMolay International. The Executive Director shall manage the headquarters office, and employees of DeMolay International. The Executive Director shall perform duties as assigned by DeMolay International, the bylaws or the rules and regulations, and by the Board of Directors.

Section ~~10~~ **11** - Action by Mail or Written Consent.

Remainder unchanged for this article and section.

**ARTICLE VII
OFFICERS**

Section 5 - Duties.

(b) Grand Secretary. The Grand Secretary shall:

~~(1) Control the general offices of DeMolay International, under supervision of the Board of Directors and Grand Master. He is responsible for the general extension and promotion of the Order. He shall Report to the Executive Officer and the Grand Master any departure by Chapters from these bylaws or the rules and regulations or the principles of the Order. In the discharge of these duties, he may follow means not prohibited by these bylaws or the rules and regulations. and may designate any person to represent him in the exercise of his authority.~~

Balance of GS duties remain unchanged

RULES AND REGULATIONS

ARTICLE 2 – OFFICERS

202.2 - Grand Secretary. In addition to the duties set forth in the bylaws, the Grand Secretary shall, **in coordination with the Executive Director:**

All duties remain unchanged.

Rationale:

This legislation modernizes the corporate structure of DeMolay by aligning it with established business practices. Historically, the organization was overseen by Dad Land, who served as both Grand Secretary and CEO. In modern times, we have hired an Executive Director who must be empowered to fulfill this leadership role and have it properly outlined in our governing documents.

DEMOLAY INTERNATIONAL 2025 MID-YEAR MEETING LEGISLATIVE CALL

CALL ITEM #3

Purpose: To amend the duties of the Controller in coordination with the Executive Director.

Proposed by: J. Wendell Haney, IL (Board of Directors), Anthony Pickren, FL (Board of Directors), Greg Schaeffer, PA (Board of Directors), R. Jody Meguiar, FL (Executive Officer)

Robert L. Myers, IA (Executive Officer), Peter W. Brusoe, NY (Executive Officer), Troy M. Hawkins, IN, Christopher C. Danner, FL, Michael Blankinship, FL, David K. P. Helms, IL, James Kuester, WI, Samuel Whitehead, MT.

Amend: By-Laws, Rules and Regulations

ARTICLE IX FISCAL AND LEGAL

Section 2 - Controller. The Controller in DeMolay headquarters **shall manage all finances of DeMolay International and** reports directly to the ~~Grand Treasurer~~ **Executive Director**, who may employ and govern the tenure of the Controller. ~~and, in consultation with the Grand Secretary, establish the Controller's salary.~~ The Controller shall perform the duties ~~appropriate to the office and those~~ assigned by DeMolay International, the bylaws or the rules and regulations, or by the ~~Grand Treasurer~~ **Executive Director**.

RULES AND REGULATIONS ARTICLE 2 - OFFICERS

202.3 - Grand Treasurer. In addition to the duties set forth in the bylaws, the Grand Treasurer shall, **in coordination with the Controller:**

All duties remain unchanged.

Rationale: This legislation modernizes the corporate structure of DeMolay by aligning it with established business practices. Historically, the organization was overseen by Dad Land, who served as both Grand Secretary and CEO. In modern times, we have hired an Executive Director who must be empowered to fulfill this leadership role and have it properly outlined in our governing documents. This also includes the optimization of our financial operations, ensuring

that a clear and effective chain of command is maintained within our corporate headquarters aligning to modern day business practices.

DEMOLAY INTERNATIONAL 2025 MID-YEAR MEETING LEGISLATIVE CALL

CALL ITEM #4

Purpose: To amend the duties of the Grand Treasurer.

Proposed by: J. Wendell Haney, IL (Board of Directors), Anthony Pickren, FL (Board of Directors), Greg Schaeffer, PA (Board of Directors), R. Jody Meguiar, FL (Executive Officer), Robert L. Myers, IA (Executive Officer), Peter W. Brusoe, NY (Executive Officer), Troy M. Hawkins, IN, Christopher C. Danner, FL, Michael Blankinship, FL, David K. P. Helms, IL, James Kuester, WI, Samuel Whitehead, MT.

Amend: By-Laws, Rules and Regulations

ARTICLE VII Officers

(c) Grand Treasurer. The Grand Treasurer shall:

(1) ~~Is the chief financial officer of DeMolay International and shall p~~ Perform such duties as are ordinarily associated with such office.

(2) ~~Shall p~~ Perform such other duties as are set forth in the rules and regulations.

ARTICLE IX FISCAL AND LEGAL

Section 2 - Controller. The Controller in DeMolay headquarters shall manage all finances of DeMolay International and reports directly to the ~~Grand Treasurer~~ Executive Director, who may employ and govern the tenure of the Controller. ~~and, in consultation with the Grand Secretary, establish the Controller's salary.~~ The Controller shall perform the duties appropriate to the office position, and those assigned by DeMolay International, the bylaws or the rules and regulations, or by the ~~Grand Treasurer~~ Executive Director.

RULES AND REGULATIONS ARTICLE 2 - OFFICERS

202.3 - Grand Treasurer. In addition to the duties set forth in the bylaws, the Grand Treasurer shall, **in coordination with the Controller:**

All duties remain unchanged.

The remainder of this Section remains unchanged.

Rationale: This legislation modernizes the corporate structure of DeMolay by aligning it with established business practices. Historically, the organization was overseen by Dad Land, who served as both Grand Secretary and CEO. In modern times, we have hired an Executive Director who must be empowered to fulfill this leadership role and have it properly outlined in our governing documents. This also includes the optimization of our financial operations, ensuring that a clear and effective chain of command is maintained within our corporate headquarters aligning to modern day business practices.

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**DEMOLAY INTERNATIONAL
2025 MID-YEAR MEETING LEGISLATIVE CALL**

CALL ITEM #5

Purpose: To increase the number required to call for a roll-call vote.

Proposed by: Peter Brusoe, Class 1 New York

Amend: By-Laws

**ARTICLE V
MEETINGS**

Section 5 – Voting

During the meetings of DeMolay International, the following rules shall apply:

- (a) Each Class 1 member is entitled to vote.
- (b) On demand by ~~fifteen~~ **two** Class 1 members, a roll call vote shall be taken.
- (c) A member may not vote by proxy.
- (d) Voting may take place by hand vote, voice vote, paper ballot or electronic ballot by means of an electronic device or web enabled voting system. The method chosen will be at the discretion of the chair absent a majority vote for a particular method. (2019) (2025)

Rationale: Roll call votes are time-consuming. They are used most often to ensure an accurate count of votes. We currently achieve this accuracy through an electronic device. If there is an issue that requires a roll call vote it should be substantive enough that a number of brothers wish to have one.

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**DEMOLAY INTERNATIONAL
2025 MID-YEAR MEETING LEGISLATIVE CALL**

CALL ITEM #6

Purpose: Remove mandatory retirement limit for DeMolay International staff.

Proposed by: Peter Brusoe, Class 1 New York, J. Wendell Haney, IL (Board of Directors), Richard Friedman, Class 1 Pennsylvania.

Amend: By-laws

**ARTICLE VI
BOARD OF DIRECTORS**

Section 9 - Review of Salaries and Expenses. The Board of Directors shall review the salary and expense structure for all employees of DeMolay International. The Grand Secretary, with the approval of the Board of Directors, shall employ or terminate the employment of the administrator in charge of the headquarters office. ~~The Board of Directors shall provide for mandatory retirement at age seventy of all salaried employees of DeMolay International.~~
(2013)

Rationale: The retirement of employees should be a Board of Directors decision, along with other employment policies and procedures. Removing this from the bylaws allows the Board of Directors to better retirement issues.

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**DEMOLAY INTERNATIONAL
2025 MID-YEAR MEETING LEGISLATIVE CALL**

CALL ITEM #7

Purpose: To cancel mandatory monthly Board of Directors Meeting

Proposed by: Jeffrey C. Kitsmiller, Jr., Class 1 – Missouri

Amend: By-laws

**ARTICLE VI
BOARD OF DIRECTORS**

Section 5 - Meetings.

- (a) Regular Meetings. The Board of Directors shall meet at each Annual Meeting and thereafter at least once monthly at a time and place selected by the Grand Master. **The Board of Directors may cancel not more than one (1) consecutive regular meeting by a majority vote of all members.**

Rationale: The Board of Directors has met monthly since June, 2025 pursuant to Article VI, Section 5. Now that we have seen the impact of this legislative change, an option to cancel a regular meeting (not more than 1 consecutively) would be a benefit to our Board of Directors due to possible scheduling conflicts.

This modification does not impact the ability of our Grand Master to call a special meeting by order or by written request of at least three (3) Board members.

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DEMOLAY INTERNATIONAL 2025 MID-YEAR MEETING LEGISLATIVE CALL

CALL ITEM #8

Purpose: To clarify the qualifications for the Civic Legion of Honor.

Proposed by: R. J. “Jody” Meguiar, FL (Executive Officer), Michael K. Blankinship, FL (Active Member), Christopher C. Danner, FL (Active Member), Anthony L. Pickren, FL (Active Member), J. Wendell Haney, IL (Active Member)

Amend: Rules and Regulations

ARTICLE 6 Honors and Awards

206.1 - Legion of Honor.

- (b) Civic Legion of Honor. DeMolay International may confer the DeMolay Civic Legion of Honor upon a person who is not a Mason or Senior DeMolay, who has attained the age of thirty years as of the first day of the annual meeting of the year nominated, and who has performed unusual and meritorious service in behalf of the Order or who has evidenced a spirit of cooperation and appreciation for the Order or for outstanding leadership or service in some field of endeavor which directly benefits the Order or its members. It shall not be given only for service on an Advisory Council. (2023)(2025)

Rationale: This legislation merges the nomination and eligibility criteria for the Active and Honorary Legion of Honor, allowing those not directly affiliated with DeMolay to be honored with the Civic Legion of Honor if their service or performance in another field of endeavor directly benefits the Order, its youth members or fraternal operations