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## Memorandum of Policy

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*Changes to the Rules and Regulations of DeMolay International may alter these policies from time to time. In all cases, these policies are subordinate to the Rules and Regulations. They have been divided by general topic for ease of use.*

### Membership Eligibility

**A. General** - Membership in the Order of DeMolay shall be limited to boys:

1. Who are not yet twenty-one years of age.
2. Who profess a belief in God and Reverence for His Holy Name.
3. Who affirm their loyalty to their country and respect for its flag.
4. Who adhere to the practice of personal morality.
5. Who pledge themselves to uphold the high ideals typified by the seven cardinal virtues in the Crown of Youth.
6. Who accept the philosophy of the Universal Brotherhood of Man and the nobility of character typified by the life and death of Jacques DeMolay.

The above six requirements are outlined in the Sacred Landmarks of the Order of DeMolay, published in the front of the DeMolay International Rules and Regulations.

Additionally, the Rules and Regulations of DeMolay International specify that an application (formerly called a petition) "may be received only from a young man who has passed his twelfth (12) birthday and not yet reached his twenty-first (21) birthday" (315.2) and that he must be "recommended by two (2) members of the Order of DeMolay, or by a Senior DeMolay, or by a Mason. The applicant must be sponsored by a Mason."

All applicants meeting the requirements stated above must be given equal treatment via the balloting procedures as prescribed by Article 15 of the Rules and Regulations of DeMolay International.

- B. Age to Apply for Membership:** Chapters in the Jurisdiction of Massachusetts may elect to recruit young men at ages higher than the minimum allowed, however it *may not* reject or refuse to accept an application from a young man of legal DeMolay age who has applied for membership solely on the basis of age.

### Dual Membership:

In conjunction with Section 315.12 of the Rules and Regulations of DeMolay International, dual membership will be permitted with the requisite written permission of the Executive Officer. A DeMolay seeking to hold dual membership shall state in writing his reasons for requesting dual



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membership, and shall produce evidence that his "home" Advisory Council approves his request. Suspension or expulsion from one Chapter, reported through the Executive Officer, is binding upon the other Chapter.

### **Athletic Activities of Chapters:**

Athletic activities that are covered under our current insurance policy and may be authorized activities for DeMolay Chapters are specified in the Insurance Update issued annually and revised as necessary by DeMolay International.

It is necessary to insure that all athletic activities are properly supervised to minimize the risk of injury and our exposure to legal action. In order to accomplish this, the following regulations must be followed:

- A. Participation by a DeMolay Chapter in any competitive team athletic program must be approved, in advance, by the Executive Officer. Competitions involving essentially individual, non-contact sports, such as bowling, golf, tennis and swimming are exempt from this condition.
- B. Authorized athletic competitions sponsored by Massachusetts DeMolay must be supervised by the Director of Athletics and qualified referees/officials to insure that safety is of primary concern in all games. Competition rules that may not conform with the rules of other competitive leagues may be established to reduce the risk of accident or injury.
- C. All practices held by Chapters for authorized competitions must be carefully supervised by the appropriate number of Advisors to reduce the risk of accident or injury.
- D. It is the policy of the Executive Officer that athletic activities involving DeMolay Chapters are to be promoted for their educational and recreational nature, and not solely for competitive purposes. DeMolay athletics must be safe, must be fun, and must involve all members who want to participate.

### **Masonic Family Organizations:**

All related Masonic Family organizations are welcome supporters of the Order of DeMolay. Chapters are to be encouraged to work with these organizations in promotion of shared fraternal ideals. As such, DeMolays are permitted to serve as escorts, may participate in joint social, civic and fund raising projects, and are encouraged to support public functions of these groups. Participation with these organizations is left to the discretion of the Advisory Councils, but shall not interfere with Chapter participation in any activity of Massachusetts DeMolay.



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### **Sweethearts:**

Chapters are encouraged to have one Chapter Sweetheart and are to develop a selection process of their own. Chapter Sweethearts can do much to promote interest of the members and of prospective members in the activities of the Chapter. However, Sweethearts of a Chapter are not permitted to enter a Stated and/or Special Chapter meeting for any reason. A proper and supervised social program can be the foundation of a good DeMolay Chapter, and Chapters are encouraged to program accordingly. A State Sweetheart program is also permitted and encouraged. All Sweethearts shall abide by all policies set forth herein.

### **Bylaws:**

Chapters must annually review their Chapter Bylaws to ensure that all provisions are being observed, and that no provision is in conflict with the Rules and Regulations of DeMolay International. Bylaw changes must be approved by 2/3 vote of the Chapter. All amendments to Chapter Bylaws are subject to review by the Executive Officer, and do not become effective until he has provided written approval and authorization to enforce. Advisory Council Bylaws, Chevalier Court Bylaws and Legion of Honor Preceptory Bylaws, if they exist, may also be subjected to this review process.

### **DeMolay International Rule Changes and Chapter Bylaws:**

When changes in DeMolay International policy conflict with existing provisions of Chapter Bylaws, the Bylaws of the local Chapter shall be considered as automatically changed to conform to the Rules and Regulations of DeMolay International. Likewise, any local Chapter bylaw, extant or proposed, which conflicts with the Rules and Regulations of DeMolay International, is hereby declared null and void.

### **Honors Nominations:**

Nominations for DeMolay International Honors (Chevalier, Cross of Honor, and Legion of Honor) may only be submitted to DeMolay International by the Executive Officer. DeMolay Chapter Advisory Councils, Chevalier Courts, Legion of Honor Preceptories, and previous Legion of Honor recipients are hereby granted the privilege of making recommendations to the Executive Officer for his consideration. Nomination(s) are within the sole discretionary authority of the Executive Officer alone and are not subject to review by any person or body except DeMolay International.



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The individual under consideration is NOT to know about the recommendation, and **absolute secrecy** regarding the submission of recommendations to the Executive Officer must be maintained, or the recommendations will be rejected, and nominations to DeMolay International will be withdrawn. In order to preserve the integrity of these honors, the following guidelines have been established.

These basic requirements **should** be met in order to submit a recommendation for any DeMolay International Honor, include:

- Chapter/Court/Preceptory Officer report is current.
- Previous fiscal year's Chapter/Court/Preceptory Financial report is filed by deadline.
- Chapter Advisory Council Registrations (ACR) filed by deadline.
- Chapter Insurance Fees paid by deadline.
- A Legion of Honor Preceptory or Chevalier Court must document its services to the Order of DeMolay as performed by the group, e.g., sponsored pages in the Conclave Adbook, conferred Legion of Honor or Chevalier Degrees, hosted Chapter members at annual observances, contributed to DeMolays attending State Conclave and/or Leadership Training Conference, visited local Chapters as a group, sponsored initiation fees for needy new members, etc.
- Members of the Legion of Honor residing in Massachusetts, who wish to recommend a Senior DeMolay or a Master Mason to receive the Legion of Honor, may make their recommendation by submitting a complete Honor Nomination Form to the Executive Officer. Recommendations will only be received from those who actively support their Preceptory or local DeMolay Chapter(s). If there is any indication that a nominee is aware of, or has requested or contributed to the recommendation, it will not be accepted.

The absolute deadline for ALL Honor submissions is March 1st of each year. Recommendations received after that deadline will be held for consideration the following year. Other requirements may be established by the Executive Officer from time to time.

### Tax Laws:

All Massachusetts DeMolay Chapters are included under the umbrella of DeMolay International as 501(c)(3) charitable organizations. As such, they are exempt from paying State and Federal

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income tax, by virtue of a group exemption issued to DeMolay International. However, all Chapters must file a Form 990 or 990EZ, **REGARDLESS** of their gross income, and must meet all applicable IRS reporting requirements.

### **Sponsoring Bodies:**

DeMolay Chapters are encouraged to have an active relationship with their Sponsoring Body, and are permitted to have multiple sponsoring Masonic Bodies. Chapters should attempt to involve their Sponsoring Bodies in their activities and business. Presiding Officers of Sponsoring Bodies, or their representatives, should be extended an invitation to attend any meeting of the Advisory Council, Installations of Officers, and other official Chapter functions.

### **Issuance of Obligations Cards:**

As stated by The Rules and Regulations of DeMolay International, Section 315.13:

*“Unless otherwise directed by the Executive Officer, a member must, by standing examination in an open Chapter meeting, demonstrate that he has committed to memory the obligations and examination queries of both degrees in order to vote or hold office. When a member has demonstrated his proficiency, he will be issued an obligation card.”*

### **Chapter Meetings:**

As stated by The Rules and Regulations of DeMolay International, Section 318.1:

*“Stated meetings of a Chapter must be held at least monthly.”*

As stated by The Rules and Regulations of DeMolay International, Section 318.2:

*“Special meetings of a Chapter may be called by the Master Councilor, with the approval of the Advisory Council, but no business may be transacted other than conferring of degrees, unless specified in a notice mailed to each member at least five days before the meeting.”*

As stated by The Rules and Regulations of DeMolay International, Section 318.5:

*“Eight members are a quorum for the transaction of business.”*

As stated by The Rules and Regulations of DeMolay International, Section 318.6:

*“The Master Councilor shall, upon the written request of fifteen members, call a special meeting in accordance with Section 318.2. The request shall state the purpose of the meeting.”*



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### Chapter Business:

Chapters should find ways to minimize the length of their business meetings by eliminating time-wasters such as the traditional Calling of the Roll of Officers, when, in every Chapter it is obvious who is in the room, and what position they have assumed. Reading of correspondence should be summarized, and kept to a minimum of only those portions that affect the members present. Minutes should also be summarized. The Scribe should read only the date of the meeting, motions and the action taken on them, membership applications read for the first time, ballot results, election results, the Chapter treasury balance, and topics of new business that require attention at the current meeting.

### Chapter Websites:

All Massachusetts DeMolay Chapter websites *MUST* adhere to the following requirements:

- All Chapter websites must be approved by the Chapter Advisory Council before being posted. The Advisory Council must appoint a Website Advisor, whose name should appear on the website. This Website Advisor is responsible for the content and appropriateness of the website.
- Non-Chapter websites (such as those of a Court of Chevaliers, etc.), if they involve Active DeMolays in any way, must also have a Website Advisor, who must be a registered and approved Adult Volunteer.
- An e-mail contact for the Website Advisor and/or Webmaster must appear on the website.
- The website should contain links to both [www.massdemolay.org](http://www.massdemolay.org) and [www.demolay.org](http://www.demolay.org).
- The website must contain an allegiance statement, as follows: "*This website [or "This online publication"] acknowledges the authority and yields allegiance to DeMolay International, of which Frank S. Land was Founder.*"
- Addresses, home or cell phone numbers, and other direct contact information should never be posted for Active DeMolays under 18. E-mail addresses may be posted for active members, but only with their approval. Parental approval is needed for posting of any personal information, including e-mail, for members 13 and younger.
- Links should be carefully chosen, and periodically monitored for appropriateness. Links to websites inconsistent with the principles of DeMolay are not permitted. Links to

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member's individual websites are permitted, provided they give their permission to be linked. It is assumed that our members will maintain their own websites in conformity with DeMolay principles, but it is the responsibility of the DeMolay website owners to ensure appropriateness before linking to a member's website.

- Under no circumstances may any DeMolay website contain pornography, obscenity (including obscene language), sexual or other inappropriate humor, or material that is racist, sexist, or otherwise inconsistent with the high ideals of DeMolay. The Executive Officer, or his designee, has final right to determine appropriateness of material, and inappropriate material must be removed immediately upon notice from Massachusetts DeMolay. In some cases, additional measures may be taken, such as removal of a website or other appropriate disciplinary action.

### **Authorized Activities:**

All activities held in the name of a DeMolay Chapter must be authorized by the Advisory Council of the Chapter, and recorded in the minutes of the monthly Advisory Council meetings that are required by DeMolay International Rules and Regulations. A minimum of two members of the Advisory Council, and one adult chaperone for every five (5) members present, must supervise all authorized activities of the Chapter.

### **Driving on a DeMolay Function:**

The guidelines published in the DeMolay Insurance and Risk Management Guide, issued by DeMolay International, is recommended to all Advisory Councils when determining who should drive on Chapter functions. Advisory Councils may use their own discretion in permitting SAFE drivers who possess a current valid driver's license to provide transportation for Chapter members. Maturity and experience are known to make safer drivers. Drivers must have a safe driving record, and must exhibit safe driving habits. The driver should insist that all passengers wear seat belts as required by state law. Motorcycles and open-air off-road vehicles, such as dune buggies, may not be used to provide transportation for passengers to DeMolay functions; however, an individual may use these vehicles to transport himself to and from an activity.

### **Youth Protection Program:**

The Youth Protection Program, provided to every Massachusetts DeMolay Chapter, must be used and the video must be shown at least once each year to the Chapter members, Advisors of the Chapter, and the Mothers'/Parents' Club. It is also required that all new members see the video, as a part of their orientation process. Chapters shall provide a written statement of compliance each year to the Executive Officer.





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### Authorization for Medical Care:

All Chapters must keep an active file of up-to-date authorizations for medical care, which shall accompany the supervising advisor(s) on long-distance trips. These authorizations are essential for obtaining needed emergency medical treatment. No authorization may be more than 12 months old. Chapters are urged to update the authorizations at the beginning of each calendar year.

### Parents at Degrees, Meetings and Chapter Functions:

The Rules and Regulations of DeMolay International permit the father, mother, stepfather, stepmother, or legal guardian of a DeMolay and any other adult individual permitted by the Executive Officer to visit a tiled Chapter or witness any of the ritual. The purpose of this regulation was to alleviate parental concerns about their children participating in "secret" ceremonies (of which there are none). This is NOT optional. **PARENTS HAVE A RIGHT TO ATTEND EVERY TILED MEETING AND FUNCTION OF THE CHAPTER AT WHICH THEIR CHILD IS PRESENT.**

### Policy Governing Who May Attend Tiled Meetings

In June of 2001, the DeMolay International Rules and Regulations Section #318.9 (d) were amended to read:

*"The father, mother, stepfather, stepmother, or legal guardian of a DeMolay and any other individual permitted by the Executive Officer may, after giving a pledge not to reveal the secrets of DeMolay, visit a tiled Chapter to witness any of the secret work."*

In Massachusetts, "any other individual permitted by the Executive Officer" automatically includes any adult family member, schoolteacher or administrator, local government or law enforcement official, or member of the clergy. Additionally, any other adult over the age of 21 years may be invited by the consent of a Chapter's Advisory Council. Siblings (brothers, sisters) of members are still NOT permitted to attend inductions or tiled meetings, unless they are, or have been members of the Order of DeMolay.

### Minimum Age for Advisors:

Regardless of Masonic membership, or other qualifications, no one may serve as an Advisor for a DeMolay Chapter in Massachusetts until they are at least 21 years of age. The minimum age for a Dad Advisor shall be 25.

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### Mothers'/Parents' Clubs:

As stated by The Rules and Regulations of DeMolay International, Section 207.5:

*"Mothers' Clubs composed of the female relatives of DeMolay members and those females who are dedicated to the Order may be formed and continued at the discretion of the Executive Officer. Local control must be exercised by the Chapter Advisory Council. A national or international organization of Mothers' Clubs is not permitted."*

As stated by The Rules and Regulations of DeMolay International, Section 207.6:

*"Parents' Clubs composed of the relatives of DeMolay members and those adults who are dedicated to the Order may be formed and continued at the discretion of the Executive Officer. Local control must be exercised by the Chapter Advisory Council. A national or international organization of Parents' Clubs is not permitted."*

### Dress Code:

The proper dress for all meetings (i.e. – Stated and/or Special Chapter meetings, Installations, Initiations) within the Jurisdiction of Massachusetts DeMolay is coat and tie, a neat shirt and pants, and shoes (not sneakers). Informal functions may carry a less formal dress code, which should be announced in conjunction with each function.

### Harassment Policy:

For the protection, safety and welfare of our DeMolays, Advisors, Parents, Sweethearts, Adult Volunteers, Guests and others involved in DeMolay or who may come into contact with them, Massachusetts DeMolay has a **NO TOLERANCE POLICY** with regard to physical, verbal and sexual abuse, the use of alcohol (possession and/or use, whether or not under the influence), illegal drugs (possession and/or use, whether or not under the influence), pornography, weapons, or hazing of any kind at any DeMolay function, including to and from any function, whether or not the event is in a public or private environment.

This policy applies to all DeMolays, Senior DeMolays, Sweethearts, Advisors, Parents, Adult Volunteers, Guests and anyone else present and/or involved at any DeMolay function. Violations of risk management, youth protection, or prohibited substance or other said policies

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will result in suspension or expulsion from membership, or termination of the privilege to participate in or attend DeMolay functions.

### **Use of Tobacco:**

Use of any tobacco products at DeMolay functions is strictly prohibited. This policy applies equally to DeMolays and Advisors, and includes cigarettes, cigars, pipes, chewing tobacco, snuff, etc.

Regardless of the provision of a public smoking area, DeMolays of lawful age, and Advisors, must refrain from smoking in the presence of DeMolay members who are NOT of lawful age. In no instance should the actions of a DeMolay or Advisor lead anyone to believe that the Order of DeMolay or its leadership endorses the dangerous habit of smoking or using tobacco products.

### **Personal Conduct:**

#### **Use of E-mail and Electronic Communication:**

Many Chapters and individuals are using electronic means of communication to supplement their phone chain and other forms of communication. This is an acceptable communication enhancement, but not all members have access to e-mail, and it should not replace regular monthly meeting notices, calendars, newsletters or other communications. E-mail should never be considered a private communication.

Material sent by e-mail should always be consistent with the ideals of DeMolay. Advisors, Members and all others involved with DeMolay are cautioned that, even if sent/published by error, a communication of offensive, rude, or crude material to or about anyone will result in suspension or expulsion from membership, or termination of the privilege to participate in or attend DeMolay functions.

Distribution of obscene or pornographic material by anyone will almost certainly result in criminal prosecution. Such actions are unconscionable in the context of our Order.

**A ZERO-TOLERANCE POLICY** is in effect.

Anyone receiving or viewing inappropriate material from anyone, should immediately inform the sender/publisher that distributing/publishing such material is inconsistent with the principles of the Order of DeMolay, and that they are opening themselves to charges of "unbecoming conduct" will result in suspension or expulsion from membership, or termination



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of the privilege to participate in or attend DeMolay functions. Offenses should be reported to the local Advisory Council and the Executive Officer for appropriate action.

These policies are applicable to e-mails, websites, blogs and all other forms of electronic communication.

### **Massachusetts DeMolay Athletics Spectator Behavior:**

Massachusetts DeMolay enforces a low tolerance behavior policy regarding players, coaches, Advisors, parents and spectators. Games will be stopped when individuals displaying inappropriate behavior interfere with the game. Violators may be subject to disciplinary action by Massachusetts DeMolay. This inappropriate behavior includes, but not necessarily only the following:

- Directing obscene or vulgar language at anyone, for any reason.
- Taunting, ridiculing or threatening anyone, for any reason.
- Throwing any object to distract or gain attention that in any manner creates a safety hazard for anyone.
- Any other conduct unbecoming the standards of behavior consistent with the principles of the Order of DeMolay.

Game forfeitures may be recommended by officials to deter potential situations. *The game is just a game.* Character development is the PRIMARY PURPOSE of all DeMolay competitions. *Please give your encouragement and support to ALL participants.*

### **Tax Deductibility of Un-Reimbursed Expenses:**

Advisors are cautioned that un-reimbursed personal expenses incurred in service to DeMolay, such as mileage and other expenses, may not be automatically deductible contributions when computing Federal Income Tax.

Expenses that meet the mission of the Order of DeMolay *may* qualify, **if properly substantiated**, in accordance with a determination letter issued by the IRS establishing DeMolay International as a 501(c)(3) organization.

However, there is no recent test or ruling available relating specifically to the Order of DeMolay to substantiate this interpretation. If you have been deducting such expenses in the past, **YOU ARE STRONGLY ADVISED TO CAREFULLY DISCUSS THIS PRACTICE WITH YOUR TAX ADVISOR.**



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In order to substantiate the value of services rendered, the Advisory Council Chairman would be responsible for issuing a statement from the Chapter that contains a description of the services provided, and a statement of how they help meet the core mission of the Order of DeMolay. There are specific regulations concerning the issuance of such statements that must be observed.

### **DeMolay Degree:**

There is a "tradition" in some Chapters that the candle lighter part, as called for by the DeMolay Degree ritual, be portrayed as a hunchback, or as a foot-dragging, groaning character with other physical or mental disabilities. The practice of this portrayal must cease. (The role of candle lighter is still permitted.)

We must take care not to inadvertently offend anyone with disabilities, especially a young man who is about to become a brother. Our precept of Courtesy and our lessons of fidelity and toleration demand nothing less.

All performers will walk as they are able, and the portrayal of all characters will be with dignity and the utmost decorum.

Any action, movement or performance, which causes laughter or snickering (whether in candidates or members) or is designed to create fear among the candidates, fails to properly convey the message of the Degrees of DeMolay.

No cast member should be handled in such a way as to cause injury.

In accordance with Youth Protection policies and the preservation of proper modesty and dignity, all performers *must* wear street clothes, or, at minimum, a pair of dark shorts, under their DeMolay Degree costumes. With ladies and parents attending our degrees this practice is even more important, and in fact, essential. Appropriate footwear is also recommended. All elements of the degree should be designed to maintain dignity and the utmost decorum during the conferral.

### **DeMolay Robes:**

DeMolay robes are a part of the official regalia of the Chapter and are subject to the rules of DeMolay International. Chapters may **NOT** wear DeMolay robes in public, except at a public Installation of Officers, without written dispensation issued by the Executive Officer. Under no



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circumstance are Chapters to wear DeMolay robes in any parade, unless specifically authorized by the Executive Officer.

### **Ritual and Regalia:**

### **Public Ceremonies:**

The public ceremonies of the Order of DeMolay may be presented on any appropriate occasion. Such occasions might be at a Chapter Installation of Officers, an Obligatory Day Observance, before a recognized Masonic body, at a worship service, or for a ladies organization affiliated with the Masonic fraternity. It is recommended that care be exercised by the Advisory Council to see that these ceremonies are not "over-used" by being presented at too many functions.

### **Presentation of Ritual Work and Public Ceremonies:**

As the Order of DeMolay is a young men's organization it is intended that all ritual work and public ceremonies (except where specifically stated in the ceremony) should be performed by DeMolays who have not yet reached their majority.

Since every Chapter does not have an Installing Team etc., it is expected that a nearby Chapter, or State Officers, will be invited to participate. When adults are used in performing DeMolay ritual, they must meet the highest performance standard possible, as they will be setting an example for the young men they lead.

While it has been convenient in a number of Massachusetts DeMolay Chapters for Advisory Council Members to perform The Flower Talk, the Installation of Officers and other ceremonies, these Chapters are *directed* to diminish the exercise of those customs, so as to encourage *active* members to perform these ceremonies.

This does not forbid Advisors from doing these parts—but they should not do them on a regular basis. Part of the growth process in DeMolay comes when a young man is provided experience performing ritualistic ceremonies in front of family and peers. Advisors should make use of every opportunity to develop self-confidence and poise in the Chapter members by encouraging their performance of these ceremonies. Our goal in Massachusetts DeMolay is to have only Active DeMolays perform the ritual work.

There shall be no open ritual books in the ceremonies of DeMolay with the exception of one prompter operating from the sidelines.

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### **Past Master Councilors' Regalia:**

A Past Master Councilor is one who has completed a term as Master Councilor by serving until his successor has been elected and installed. The Past Master Councilor's Jewel, PMC Pin, and other regalia designed for Past Master Councilors, are items of personal jewelry. They are *not* awards.

Anyone who has the right to the title is also entitled to receive, purchase, and wear the emblems of a PMC.

An Advisory Council may, in accordance with DeMolay International Rules and Regulations 322.8, permit the Chapter to spend Chapter funds to purchase a PMC Jewel, pin or other appropriate award, *as a gift* to a retiring Past Master Councilor. (*This expenditure of funds must then be approved by regular vote of the Chapter.*) The Rules and Regulations specify that the jewel, pin or other token may NOT be awarded as a gift of the Chapter if the PMC has failed to confer the Initiatory and DeMolay Degrees from memory, at least once. This is the only control that an Advisory Council may exercise over PMC regalia. This does not prevent any Advisor or parent from purchasing or presenting such a token at an installation or Chapter meeting—it only restricts the Chapter from paying for it.

### **Conferral of Honors:**

Honors granted by DeMolay International (Degree of Chevalier, Cross of Honor, Active and Honorary Legion of Honor) are the highest DeMolay accolades, which DeMolay members, Senior DeMolays, Master Masons, and Advisors can receive. Therefore it is imperative that Chapters be able to arrange for the proper conferral, from memory, of the honor ceremonies. The Legion of Honor is conferred by the Executive Officer, or a member of DeMolay International designated by him. The Cross of Honor must be conferred by a team of Active DeMolays, and the Degree of Chevalier must be conferred by a team of Chevaliers, working under the direction of an Advisory Council. All honors conferral teams **MUST** confer the work from memory.

### **Funds from Forfeited Chapters:**

In accordance with the DeMolay International Rules and Regulations, all funds and properties of a Chapter that forfeits its Charter are retained as the property of the Order of DeMolay, under the direct supervision of the Executive Officer for the Jurisdiction.



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### State Administration:

#### Executive Officer's Duties and Authority:

As stated by The Rules and Regulations of DeMolay International, Section 204.3(b):

*"The Executive Officer may exercise within his Jurisdiction all power necessary for the best interest of the Order which is not prohibited by the bylaws or these rules and regulations, or by DeMolay International, the Board of Directors, or Grand Master."*

As stated by The Rules and Regulations of DeMolay International, Section 204.5:

*"Regardless of other provisions of these rules and regulations: The officers and members of an Advisory Council, and the officers and Advisors of a DeMolay body or organization [including sweethearts] using the name DeMolay in a Jurisdiction serve at the pleasure of the Executive Officer. An Executive Officer may disapprove their selection or remove them, with or without cause."*

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