

WESTERN COLORADO HOCKEY LEAGUE

Established June 1, 2018

(Updated Feb 4th, 2026)



WESTERN COLORADO HOCKEY LEAGUE BYLAWS

Created June 1, 2018, Last Updated February 4th, 2026

ARTICLE I. NAME

1. NAME:

The Western Colorado Hockey League, henceforth referred to as the “League”. The principal address of the League shall be PO Box 371, Glenwood Springs CO 81602 or other such place that may be subsequently designated by the Board of Directors.

2. ABBREVIATION:

The League is authorized by these by-laws to utilize the abbreviation “WCHL” in lieu of its full name with the same legal effect as its full name.

ARTICLE II. PURPOSE AND PRECEDENCE

1. PURPOSE:

The organization is organized exclusively for charitable, religious, educational, and scientific purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code; as a youth hockey league affiliated with USA Hockey, the national governing body for amateur ice hockey in the United States, and the Colorado Amateur Hockey Association (CAHA), the USA Hockey local affiliate organization, the League is a governing body recognized by CAHA for the oversight of teams competing at the 14U, 12U, and 10U age groups at the “A” and “B” levels, and recreational/house levels for full member, probationary and non-member associations or organizations that may be included in or assisting with initiatives as a directive from the League. The League shall emphasize:

- a. The excellence of coaching and teaching the sport.
- b. Advance the principles of amateur hockey to improving and advancing the sport through the spirit of competition, fair play, development of character, sportsmanship, leadership and physical fitness.
- c. The fostering and promotion of the reputation of the league, the teams, and its players.
- d. Development of programs that assist in growth initiatives including but not limited to scheduled competitive games, in house programs, and the growth and management of 8U programs.
- e. Fostering quality competition in a responsible geographic footprint that minimizes excessive travel.

2. PRECEDENCE:

These Bylaws and the Rules adopted hereunder supplement Rules issued by USA Hockey and CAHA and place additional requirements, restrictions, and penalties upon Member organizations, clubs, teams, players, officials and other individuals participating in League events. In the event of conflict, the Rules of USA Hockey and CAHA take precedence over these Bylaws and the Rules adopted hereunder.

ARTICLE III. MEMBERSHIP

1. MEMBERSHIP:

Membership in the WCHL will be limited to amateur ice hockey associations, which are eligible for membership under the terms of this article, which have applied for membership and whose applications have been approved by the Board of Directors of the WCHL in its sole subjective discretion and have met the following criteria:

- a. Each member organization must be organized as a corporation under Colorado Law and in good standing with the Colorado Amateur Hockey Association.
- b. Each member association will abide by and act in accordance with Articles of Incorporation, Bylaws, Rules and Regulations, Playing Rules of USA Hockey and CAHA, and all member teams, coaches and players shall be registered with USA Hockey and CAHA
- c. Each member organization must include the ownership or an agreement between a Member Organization and a facility. This agreement must provide the necessary activity to operate a youth hockey organization, including, but not limited to, ensuring available ice time for league games (primarily on Saturdays and Sundays between 8:00am and 7:00pm MST).
- d. 7:00pm MST).
- e. Each Member organization shall promote hockey skill development through a USA Hockey sanctioned Initiation Program.
- f. Each member organization shall have a minimum of two teams at each respective age level, with a minimum of 10 players on each team, at the 14U, 12U and 10U levels; exceptions can be made upon Board review and a formal vote.
- g. Each Member organization agrees to comply with USA Hockey standards for the USA Hockey American Development Model, including recommended roster sizes and game counts.
- h. Each Member Organization must employ a full time paid and readily available Director of hockey operations who is responsible for day to day operations, standards, compliance, and monitoring of association and league play
- i. Each Member Organization must submit a document checklist containing evidence understanding of WCHL Rules and Regulations with its Bylaws, policies and procedures, parent handbook or rules and regulations
- j. Each Member applications for WCHL inclusion will consider demographics & proximity to current WCHL member associations. Due to circumstances in our region, good-faith measures for outstanding members must be regarded as new member applicants apply.
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- l. Any deviations from membership requirements will be reviewed by the WCHL Board who will provide recommendations for remedy.

2. PROBATIONARY MEMBERSHIP:

- a. Associations may apply for probationary membership in the WCHL by presenting the President of the WCHL a formal application that includes a letter requesting consideration for Membership with copies of documents evidencing the requirements of Article III, Paragraph 1, a list of the association's Board of Directors, and evidence of the following qualifications:
 - i. It must be a member of USA Hockey in good standing.
 - ii. It must have at least two full teams at any age group to enter for competition in league play the first year of Probationary Membership, if approved.
 - iii. It must have a minimum of 20 players to field two (2) teams at each of the 10U, 12U, and 14U age groups.
 - iv. It must have a written developmental / growth plan to submit to the WCHL, which must at a minimum describe current and planned programs / events, and anticipated source of players and team growth.
 - v. The President of the WCHL will notify the Full Member associations within thirty days of receipt of the application. Notification must be made at least fifteen days prior to the Board of Directors of the WCHL meeting to vote on the application. The applicant will have the right to be present at that portion

of the meeting at which its application is taken up and discussed. A Probationary Member must receive an affirmative vote of 3 out of 5 members (with all members present)

- vi. Probationary Members must attend all meetings of the Board of Directors of the WCHL and meet all financial responsibilities to the WCHL.
- vii. Member associations, Full and Probationary, not in full compliance with the Rules, Regulations, and By-laws of the WCHL may be placed in a probationary status by a vote of the Board of Directors of the WCHL at any scheduled meeting.
- viii. The President of the WCHL will notify that association, in writing, of their probationary status not less than 7 days prior to the next scheduled meeting. Notice will include reasons for probation and corrective actions required for return to “good standing”. Member associations may not vote nor participate in discussion of WCHL business until removed from probationary status.
- ix. Any association on probation must present their corrective actions to the Board of Directors of the WCHL at a scheduled meeting. The Board of Directors will then vote on their return to “good standing”.

b. SANCTIONS FOR VIOLATIONS OF BYLAWS OR RULES:

- i. The League reserves the right to review, investigate and determine appropriate sanctions, including the Dismissal of Membership or Probationary Status, for any violation of these Bylaws or the Rules and Regulations adopted hereunder by the League.
 - 1. Any allegations of a violation may be brought forward by any Member Organization through its Director and will be referred to the WCHL Board President. If the violation involves the home association of the WCHL President, the matter will be referred to the WCHL Vice President, who becomes the presiding officer in such a matter.
 - 2. The WCHL Board of Directors shall review the allegations of violation and conduct an investigation, as it deems appropriate. At the conclusion of its investigation and upon ten (10) days written notice to the Member organization accused of violation, the Board of Directors will submit a report of its findings.
 - 3. The Member organization accused of violation shall have the opportunity to explain or rebut the findings of the Board of Directors. The Board shall find that a Member organization has committed a violation of these Bylaws or the Rules adopted hereunder by an affirmative majority vote of members (with all members present). If a violation is found to have occurred, the Board may impose sanctions, including but not limited to termination of Membership, suspension or probation with conditions.
- c. Probationary Members must attend all meetings of the Board of Directors of the WCHL and meet all financial responsibilities to the WCHL.
- d. Member associations, Full and Probationary, not in full compliance with the Rules, Regulations, and By-laws of the WCHL may be placed in a probationary status by a vote of the Board of Directors of the WCHL at any scheduled meeting.
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ARTICLE IV. BOARD OF DIRECTORS

1. BOARD OF DIRECTORS:

The Board of Directors of the WCHL will consist of the full time Hockey Director representing each member organization, must be registered with USA Hockey, and maintain current SafeSport & Screening status. Each Full Member association will be entitled to cast one vote with respect to any matter before the Board of Directors of the WCHL.

2. MEETINGS OF THE BOARD:

The Board of Directors of the WCHL will meet 6 times per year. Each such meeting will be a general meeting in person, via video or conference call and at which any and all business may be considered. In addition, the Board of Directors of the WCHL will meet at the call of the President of the WCHL or at the call of any two or more Full Member associations for the purpose of considering any business which the President of the WCHL or the Full Member associations set forth in the call of the meeting. The general meeting of the Board of Directors of the WCHL conducted in the second quarter of the calendar year (April/May/June) will be the Annual Meeting of the League. The Annual Meeting should be an in-person meeting only and attended by all Full Members. During the Annual Meeting, a publication of all updated documents shall be distributed.

3. QUORUM:

No business may be conducted at any meeting of the Board of Directors of the WCHL, general or called, unless all Full Member associations are present by designated representatives.

4. **SIMPLE MAJORITY REQUIRED:**

Unless otherwise specified in these By-laws or otherwise required by law, any action placed before the Board of Directors of the WCHL will be considered duly taken, adopted, or ratified if a simple majority of votes are cast in favor of the action at a meeting at which a quorum of Full Member associations were present at the onset. Abstention votes do not count in the tally.

5. **NOTIFICATION OF MEETINGS:**

The WCHL will provide all members associations with at least thirty days written notice of a bi-monthly meeting. The WCHL will provide all member associations with at least ten days written notice of any called meeting.

6. **PARTICIPATION OF MEETINGS:**

Only designated representatives of member associations, Full and Probationary, will have the right to be recognized and heard at the Board of Directors of WCHL meetings. The President of the WCHL will have the discretion, but not the duty, to permit persons other than designated representatives to be heard at meetings of the Board.

7. **ORDER OF BUSINESS:**

All meetings shall be governed by an order of business. The order of business at all meetings of the Board of Directors shall be as follows:

- a. Call to Order
- b. Roll Call / Confirmation of Quorum
- c. Election, if any
- d. Consideration of Minutes of Previous Meeting
- e. Communications
- f. Treasurer's Report
- g. Reports of Officers, Committees, and Administration
- h. Old Business
- i. New Business
- j. Adjournment

ARTICLE V. EXECUTIVE OFFICERS OF THE BOARD

1. **EXECUTIVE OFFICERS:**

There will be the following executive officers of the WCHL: the President, Vice President, and Secretary/Treasurer.

- a. One person may hold not more than one of these positions. The President or lawful successor will be the Chief Executive of the WCHL.
- b. The President of the WCHL will organize and call to order and preside over all League meetings.
- c. The Vice President is responsible for ensuring League compliance and registration with the Colorado Amateur Hockey Association and shall have the duties and powers of the President when the latter is absent, disabled, or for whatever reason is unable to perform the duties of his/her office.
- d. The Secretary/Treasurer of the WCHL is responsible for recording all League meetings, and shall manage the finances of the WCHL

2. **TERM OF OFFICE:**
Each executive officer will serve at the pleasure of the Board of Directors of the WCHL for a two-year term.
3. **LIMITATION ON SUCCESSION:**
There is no limitation on the number of terms that may be served by executive officers.
4. **ELECTION OF OFFICERS:**
Executive Officers will be elected at the Annual Meeting of the Board of Directors of the WCHL in April/May/June of each calendar year. Nominations may be made, but need not be made in advance of the meeting, and nominations from the floor of the meeting will be accepted. No person will be elected to any executive office unless that person has provided the Board with indication that if elected he or she is willing to serve.
5. **VACANCIES:**
In the event of death, resignation, or removal of any Executive Officer, the President of the WCHL will appoint a substitute officer subject to confirmation at the next meeting of the Board of Directors of the WCHL. In the event of death, resignation, or removal of the President of the WCHL, the Vice President will assume the duties of the President until the next regularly scheduled meeting when the election of a new President will take place to fulfill the remaining term of that office.

ARTICLE VI. FINANCE AND ASSESSMENTS

1. **WCHL ACCOUNTS:**
All WCHL funds will be deposited and maintained in insured depository accounts, checking or savings. All such accounts will be maintained in the name of the League. The President, Vice President, and the Secretary/Treasurer will be the sole authorized signatures for withdrawal of WCHL funds. Withdrawals will require two of the three authorized signatures. The Secretary/Treasurer will have the responsibility of depositing all WCHL monies. The WCHL monthly statement will be addressed to the President of WCHL, and will be available at the regular bi-monthly meetings.
2. **WITHDRAWALS:**
All withdrawals must be approved at a WCHL regular or called meeting.
3. **ASSESSMENTS AGAINST MEMBER ASSOCIATIONS, FULL AND PROBATIONARY:**
The WCHL will have the power to levy assessments against member associations, Full and Probationary, for the following purposes:
 - a. To raise funds sufficient to operate the WCHL in the manner contemplated by these By-laws.
 - b. To raise funds for the purposes expressly authorized by the WCHL Board of Directors.
4. **FISCAL YEAR:**
The fiscal year of the WCHL shall begin September 1st and end August 31st of the following year, and may be changed, as the Board of Directors shall at any time determine.
5. **COMPENSATION:**
The WCHL Board of Directors may approve and pay stipends to persons in volunteer positions for the WCHL based on their functionality. The WCHL Board of Directors may approve and pay appropriate compensation to any hired/contracted administrators as per these Bylaws by an affirmative majority vote of members (with all members present).

ARTICLE VII. WHISTLEBLOWER POLICY

THE WESTERN COLORADO HOCKEY LEAGUE (WCHL): (1) encourages board members, staff and volunteers to come forward with credible information on illegal practices or serious violations of adopted policies of the WCHL; (2) specifies that the WCHL will protect the person from retaliation; and (3) identifies where such information can be reported.

1. Encouragement of reporting. The WCHL encourages complaints, reports or inquiries about illegal practices or serious violations of the WCHL policies, including illegal or improper conduct by the WCHL itself, by its leadership, or by others on its behalf. Appropriate subjects to raise under this policy would include financial improprieties, accounting or audit matters, ethical violations, SafeSport violations or other similar illegal or improper practices or policies. Other subjects on which the WCHL has existing complaint mechanisms should be addressed under those mechanisms. This policy is not intended to provide a means of appeal from outcomes in those other mechanisms.

2. Protection from Retaliation. The WCHL prohibits retaliation by or on behalf of the WCHL against board members, staff, or volunteers for making good faith complaints, reports, or inquiries under this policy or for participating in a review or investigation under this policy. This protection extends to those whose allegations are made in good faith but prove to be mistaken. The WCHL reserves the right to discipline persons who make bad faith, knowingly false, or vexatious complaints, reports, or inquiries or who otherwise abuse this policy. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense.

3. Where to report. Complaints, reports, or inquiries may be made under this policy on a confidential or anonymous basis. They should describe in detail the specific facts demonstrating the basis of the complaints, reports, or inquiries. They should be directed to the WCHL'S President or Treasurer immediately; if both of those persons are implicated in the complaint, report, or inquiry, it should be directed to the Secretary. The WCHL will conduct a prompt, discreet, and objective review, or investigation. Directors, staff, or volunteers must recognize that the WCHL may

Article VII. Conflict of Interest Policy

THE WESTERN COLORADO HOCKEY LEAGUE (WCHL): In its best interest, need to be aware of and properly manage all conflicts of interest. This Conflict-of-Interest Policy is designed to help board members, staff, and volunteers of the WCHL identify situations that present possible conflicts of interest and to provide the WCHL with a procedure whereby such potential conflicts may be reviewed by an appropriate party when necessary. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

1. Conflicts of Interest Defined.

In this Policy, a person with a conflict of interest is referred to as an "Interested Person." For purposes of this Policy, the following circumstances shall be deemed to create a Conflict of Interest:

a. A director, officer, employee, or volunteer, including a board member (or family member of any of the foregoing) is a party to a contract, or involved in a transaction with the WCHL for goods or services.

b. A director, officer, employee, or volunteer, (or a family member of any of the foregoing) has a material financial interest in a transaction between the WCHL and an entity in which the director, officer, staff or volunteer, or a family member of the foregoing, is a director, officer, agent, partner, associate, employee, trustee, personal representative, receiver, guardian, custodian, or other legal representative.

c. A director, officer, employee, or volunteer, (or a family member of the foregoing) is engaged in some capacity or has a material financial interest in a business or enterprise that competes with the WCHL.

- d. A director, officer, employee, or volunteer, (or a family member of any of the foregoing) has an interest in the outcome of a disciplinary matter or investigation with the WCHL.

Other situations may create the appearance of a conflict or present a duality of interests in connection with a person who has influence over the activities or finances of the WCHL. All such circumstances should be disclosed to the board or staff, as appropriate, and a decision made as to what course of action the organization or individuals should take so that the best interests of the WCHL are not compromised by the personal interests of stakeholders in the organization.

Gifts, Gratuities and Entertainment. Accepting gifts, entertainment or other favors from individuals or entities can also result in a conflict or duality of interest when the party providing the gift/entertainment/favor does so under circumstances where it might be inferred that such action was intended to influence or possibly would influence the interested person in the performance of his or her duties. This does not preclude the acceptance of items of nominal or insignificant value or entertainment of nominal or insignificant value which are not related to any particular transaction or activity of the WCHL.

2. Definitions.

- a. A "Conflict of Interest" is any circumstance described in Part 1 of this Policy.
- B. An "interested person" is any person serving as an officer, member of the board of directors, staff, or volunteer of WCHL or a major donor to WCHL or anyone else who is in a position of control over WCHL who has a personal interest that conflicts with the interests of the WCHL.
- C. A "family member" is a spouse, parent, child or spouse of a child, brother, sister, or spouse of a brother or sister, of an interested person.
- D. A "material financial interest" in an entity is a financial interest of any kind, which, in view of all the circumstances, is substantial enough that it would, or reasonably could, affect an interested person's or family member's judgment with respect to transactions to which the entity is a party.
- e. A "Contract or Transaction" is any agreement or relationship involving the sale or purchase of goods or services, the providing or receipt of a loan or grant, the establishment of any other type of financial relationship, or the exercise of control over another organization. The making of a gift to WCHL is not a Contract or Transaction.

3. Procedures.

- a. Prior to board or committee action on a Contract or Transaction involving a Conflict of Interest, a director or committee member having a Conflict of Interest and who attends the meeting shall disclose all facts material to the Conflict of Interest. Such disclosure shall be reflected in the minutes of the meeting. If board members are aware that staff or other volunteers have a conflict of interest, relevant facts should be disclosed by the board member or by the interested person him/herself if invited to the board meeting as a guest for purposes of disclosure.
- b. A director or committee member who plans not to attend a meeting at which he or she has reason to believe that the board or committee will act on a matter in which the person has a Conflict of Interest shall disclose to the chair of the meeting all facts material to the Conflict of Interest. The chair shall report the disclosure at the meeting and the disclosure shall be reflected in the minutes of the meeting.
- c. A person who has a Conflict of Interest shall not participate in or be permitted to hear the board's or committee's discussion of the matter except to disclose material facts and to respond to questions. Such person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside the meeting.
- d. A person who has a Conflict of Interest with respect to a Contract or Transaction that will be voted on at a meeting shall not be counted in determining the presence of a quorum for purposes of the vote.
- e. The person having a conflict of interest may not vote on the Contract or Transaction and shall not be present in the meeting room when the vote is taken unless the vote is by secret ballot. Such person's ineligibility to vote shall be reflected in the minutes of the meeting. For purposes of this paragraph, a

member of the Board of Directors of WCHL has a Conflict of Interest when he or she stands for election as an officer or for re-election as a member of the Board of Directors.

f. Interested Persons who are not members of the Board of Directors of WCHL, or who have a Conflict of Interest with respect to a Contract or Transaction that is not the subject of Board or committee action, shall disclose to the Chair, or the Chair's designee, any Conflict of Interest that such Interested Person has with respect to a Contract or Transaction. Such disclosure shall be made as soon as the Conflict of Interest is known to the Interested Person. The Interested Person shall refrain from any action that may affect the WCHL's participation in such Contract or Transaction.

In the event it is not entirely clear that a Conflict of Interest exists, the individual with the potential conflict shall disclose the circumstances to the President or the President's designee, who shall determine whether full board discussion is warranted or whether there exists a Conflict of Interest that is subject to this policy.

4. Confidentiality. Each director, officer, employee, and volunteer shall exercise care not to disclose confidential information acquired in connection with disclosures of conflicts of interest or potential conflicts, which might be averse to the interests of WCHL. Furthermore, directors, officers, employees, and volunteers shall not disclose or use information relating to the business of WCHL for their personal profit or advantage or the personal profit or advantage of their Family Member(s).

5. Administration of Policy. Each board member, staff and volunteer shall be provided with and asked to review a copy of this Policy and to acknowledge in writing that he or she has done so.

a. Annually each director, officer, employee, and volunteer shall complete a disclosure form identifying any relationships, positions, or circumstances in which he or she is involved that he or she believes could contribute to a Conflict of Interest.

b. This policy shall be reviewed annually by each member of the Board of Directors. Any changes to the policy shall be communicated to all staff and volunteers

6. Acknowledgement of Conflict-of-Interest Policy. The undersigned hereby acknowledges that he or she has read the WCHL Conflict of Interest Policy, has had an opportunity to ask any questions that he or she may have about the policy, and understands and agrees to comply with the policy.

Signature: _____ Date: _____

Print Name _____

Position: _____

ARTICLE XIII. POWERS OF THE WCHL

1. LEAGUE POWERS:

The WCHL will have the following powers with respect to its member associations, Full and Probationary:

- a. The power to schedule and to conduct competition by teams of member associations during the period of October 1st through March 31st.
- b. The power to resolve all disputes and controversies arising out of competition by teams of member associations scheduled or sanctioned by WCHL, including under *due process* formalities the power to suspend any player, parent of player, coach, or member association for cause shown, from participation in WCHL scheduled or sanctioned play.
- c. The power to disseminate policies and rules governing all competitive play by the teams of member associations.
- d. The power to conduct clinics, showcases, events or other instructional programs for players or coaches, and the power to establish minimum standards of competency and experience for coaches.

- e. The power to organize tournament teams both in season and off season for the purpose of player development.
- f. The power to obtain and maintain membership in any amateur ice hockey association, including USA Hockey, and the CAHA, including the power to send appropriate WCHL officers to meetings and conferences of all such organizations.
- g. The power to publish a website, newsletter, or other similar publications to increase the awareness of the WCHL and of the activities of its member associations.

2. RULES AND REGULATIONS:

The Board of Directors of the WCHL will have the power and the duty to publish "WCHL Rules and Regulations" governing member association activities to Full And Probationary members, including the scheduling of WCHL ice hockey games. Such "Rules and Regulations" will be furnished to all member associations prior to the start of the WCHL season.

ARTICLE IX. GENERAL PROVISIONS

1. INDEMNIFICATION AND INSURANCE:

- a. Any person made or threatened to be made a party to any action or proceeding, whether civil or criminal, by reason of the fact that he or she, his or her-estate, or its personal representative is or was a Board member, officer or employee of the WCHL or an individual (including a medical staff appointee) acting as an agent of the WCHL or who serves or served any other corporation or other entity or organization in any capacity at the request of the WCHL while he or she is or was a Director, officer or employee or agent of the WCHL, shall be and hereby is indemnified by the WCHL.
- b. Said indemnification shall be against all judgments, fines, amounts paid in settlement and reasonable expenses, including attorneys' fees, actually and necessarily incurred as a result of any such action or proceeding, or any appeal therein, to the fullest extent permitted and in the manner prescribed by the laws of the Colorado, as they may be amended from time to time, or such other law as may be applicable to the extent such other law or laws are not inconsistent with the laws of Colorado.
- c. The foregoing provisions of this Article shall be deemed to be a contract between The WCHL and each Director, officer, employee and agent of the WCHL, in such a capacity at any time while this Article is in effect. Any repeal or modification of this Article or any applicable provision of the laws of Colorado shall not affect any rights or obligations then existing as they relate to any action or proceeding therefore or thereafter brought or threatened, based in whole or in part upon any such state of facts. However, the right of indemnification provided in this Article shall not be deemed exclusive of any other rights to which any Director, officer, employee or agent of the WCHL may now be or hereafter become entitled apart from this Article.
- d. Limitation on Liability - No Director of the WCHL shall be personally liable for monetary damages as such for any action taken or for any failure to take any action.

2. DISTRIBUTION OF ASSETS UPON DISSOLUTION OF THE WCHL:

In the event that the League shall be dissolved, then all of the assets of the League remaining after provision has been made for payment of its known debts and liabilities, as provided by law, shall be distributed equally to active Full Member associations. No private individuals shall share in the distribution of any League assets upon dissolution of the League.

3. AMENDMENTS:

These By-laws may be amended by an affirmative majority vote of members (with all members present). The President of the WCHL will provide at least thirty days notification of the intent to present By-law amendments to the Board of Directors of the WCHL. Where these By-laws or other law requires that action be taken by a higher percentage vote of the Board, then that By-law cannot be amended except by a vote of that required percentage.

4. NON-DISCRIMINATION:

The League does not and shall not discriminate based on race, color, religious belief, sex or national origin.

5. EFFECTIVE DATE:

These Bylaws shall become effective June 28, 2018.