

## Thank the SEALS Constitution

### An addendum to TTS Bylaws

#### MISSION: Veterans First – One Family at a Time

Thank the SEALS through its annual signature Benefit Dinner, Honor Ride and other events will promote awareness and raise funds for families who lost their loved one in battle. Each year we identify one Navy SEAL family and one other Military branch family to honor.

Serving those who so selflessly served us, the American people, and through their heroic actions fought and died for the very freedoms that we all enjoy every day! We will create awareness and raise funds promoting Veterans First One Family at a Time!

Thank the SEALS identifies two Killed-in-Action (KIA), Killed-in-Training (KIT) or Service-Related Death (SRD) families each year. We bring awareness to the individual Heroes and their families who have made the ultimate sacrifice protecting our freedoms. Because their sacrifice was so personal, Thank the SEALS will always personally hand deliver the beneficiary gift to the surviving family members.

#### One Team, One Mission, Two Families.

#### Board of Directors (BoD):

- BoD, which includes Officers and Board Members, will be elected and are voluntary positions.
- BoD will not receive salary, compensation, discounts, gratuity, nor exchange of goods/services.
- BoD will consist of Officer positions at a minimum; other Board positions at discretion of BoD.
- All occupied BoD positions, Officers and Board members, are considered voting members of the Board; former BoD are no longer voting members.
- All voting matters require a super-majority (66%) from the BoD to be approved.

#### Leadership Expectations:

- Should be servant-leaders and remain in the background of what this organization does.
- Maintain respective duties and responsibilities in timely manner, as defined in Bylaws.
- No Board member, individually or collectively, should be the 'face of the organization'.
- Always representing TTS, both during official events and in our outside lives.
- Must comply with required non-profit laws, TTS Bylaws, Constitution and Accounting practices; Failure to do so puts the organization at risk and may result in removal from the Board.
- BoD pays full price for Dinner tickets, merchandise, memorabilia, Live/Silent Auction items, through respective websites or through official transactions for auditability.
- BoD will only participate in photo during Signature events and only as the entire BoD.
- Individual or partial Board members should not be part of photos representing TTS outside of signature event; Any other photo ops can include the TTS Flag when appropriate.
- BoD will address any questions, comments, concerns by asking that it be put in writing and emailed to [ThanktheSEALs@gmail.com](mailto:ThanktheSEALs@gmail.com) for which it will be reviewed and duly responded.

Families:

- The Families are the Face of Thank the SEALS...What we do is always about the families.
- Everything we do should be to raise awareness and/or funds for TTS Families.
- We will honor two families each year, unless otherwise agreed upon by the BoD.
- Each year we will honor one Navy SEAL and one other military branch family.
  
- We are working on behalf of the families
- The families are and will always be a beneficiary family to TTS
- The families should not be asked to work on their own behalf nor on behalf of TTS at any point.
  
- TTS beneficiary families (surviving spouse and children) from the prior year will be invited as VIP guests to the following year's Signature Dinner Benefit; Dinner tickets will be comped by TTS.
- Past beneficiary families will continue to be honored with an annual "Thinking of You" message sent on behalf of the BoD by the Beneficiary Officer or Spiritual Director.
  
- Family videos will be professionally created & paid for, ensuring TTS has domain and ownership.
- All digital, print and social media using the families must have the signed/written consent of the families themselves, regardless if it is public domain. Unauthorized pictures will not be used by TTS or its BoD on any platform. This helps to ensure the integrity of TTS and will be managed by the Beneficiary Officer.

Sponsorships:

- Sponsorships must be in the form of monetary donation to meet sponsor level or of an equivalent donation of goods/services, if agreed upon by the BoD
- Must be auditable with paperwork validating donation amount or value.
- Sponsors will be given a photo opportunity with a TTS Flag for their and/or TTS use. Sponsor photo ops are not to include any BoD members.
- TTS may impartially acknowledge all sponsors via website, updates, etc. but must not to be perceived as advertising for or favoring any sponsors.
- Sponsors must renew their commitment annually to maintain benefits of being a sponsor.

Signature Events:

- TTS Signature Dinner Benefit to be held the third Friday of July.
  - o Key Aspects include: Keynote, Family Videos, Live/Silent Auction, VIP participation.
- TTS Honor & Awareness Ride intended to be the Saturday after the Dinner.
  - o May include presentation to local family, when possible.
- BoD rides to meet with non-local family, typically departing the Sunday after the Honor Ride.

Use of Funds Raised:

- Funds raised from donations, sponsorships and merchandise go to TTS families.
- Money raised from dinner tickets and auctions go to the expenses of putting on our signature events – Any surplus is directed back to current or future TTS families.
- Funds may carry-over into the next year to support future families and/or serve as a contingency for a down fund-raising year, still allowing TTS to honor future families.
- Selling of merchandise, donations, sponsorships, dinner tickets, etc. should only be done by check, square (credit) or online. BoD should not directly sell TTS gear or memorabilia and should avoid handling cash on behalf of TTS.

VIPs (TTS Invited Active/Retired Military, Keynotes, Past TTS Beneficiary Families)

- Thank the SEALs must respect the anonymity of our VIPs when required or requested.
- Pictures including VIPs cannot be used by TTS or any board member without written consent.
- VIPs need to be integrated into our signature events as they bring credibility to our organization.
- VIPs are to be reimbursed for their individual travel only, not their guests.

Social Media

- Promotion of Thank the SEALs through recurring updates will be a shared responsibility among all Board members.
- Videos to be done professionally to mitigate copyright factors and ensure TTS ownership rights.
- When posting on behalf of TTS, posts should always begin with the TTS FB page, then share via personal page only after being officially posted.
- Administrators of any TTS media platform must be aware and comply with guidelines.

Travel Costs

- BoD members are responsible for all their own travel costs associated with Thank the SEALs, this includes gas, lodging, food for all events.
- Sponsors and supporters are welcomed to participate in family presentations at their own cost.
- VIPs travel and accommodations may be comped by TTS when appropriate at the discretion of the Board; however, without being "First Class", individual fares only.
- Safety & Logistic support for the chase vehicle, trailer and associated costs may be covered by the TTS if/when donations specific to this need are not provided.

This Constitution is intended to provide clarity while setting the standard for the current and future BoDs; while ensuring the founder's vision for Thank the SEALs is maintained for as long as TTS exists.

Any modifications to the TTS Constitution, Bylaws or similar formal documents can only be made and/or voted on by active Board members at which time those changes are proposed; a unanimous vote is required for changes to be adopted.