

# **CLUB BASEBALL AT INDIANA UNIVERSITY**

## **CONSTITUTION**

Date Updated: 8/18/2019

### **PREAMBLE**

Club Baseball at Indiana University is formed to create a competitive level of play for those students interested in playing baseball competitively at the next level. Our objective is to establish and maintain a high level of competition on the field while pursuing excellence in the classroom.

### **ARTICLE I – NAME**

Section 1. This organization shall be called Club Baseball at Indiana University.

Section 2. This organization shall not be renamed unless directed by Indiana University or Indiana University Club Sports.

Section 3. This organization is named after and shall represent Indiana University and the Club Sports Department as well as the NCBA on the Indiana University Bloomington Campus.

### **ARTICLE II – PURPOSE**

Section 1. The purpose of this club shall be: Providing a club or travel baseball team for all Indiana University Students. For the purposes of playing and practicing on and off campus nationwide.

Section 2. Members shall not misrepresent the Club Baseball at Indiana University organization.

- A) Should a member misrepresent the said organization, the organization will not take claim for their misdoing;
- B) Whereas they will be punishable by any Indiana University, Student Conduct Boards or public judicial groups in coordination with Indiana University 'Guidelines and Rules', Student Handbook Policies or public statutes (laws) at Federal, State and Local levels.

### **ARTICLE III – MEMBERSHIP**

Section 1. Membership is open to all Indiana University Bloomington students of "good standing" with the university as well as any other individuals.

- A) "Good standing" is defined by Indiana University Bloomington;
- B) Club Baseball at Indiana University is not responsible for these guidelines and will adhere to them with no exceptions.
- C) Individuals not currently enrolled in Indiana University understand that they cannot participate in NCBA sanctioned games per NCBA rules.

Section 2. To be recognized as a full member of the Baseball Club at Indiana University, one must first come out for the team during the fall tryouts or spring tryouts (should they be held, based on team need.)

Section 3. Members must pay the yearly dues established by the Club President and Treasurer. As members of Club Baseball at Indiana University, individuals are obligated to participate in fundraising and club activities. Failure to participate in these obligated activities will result in penalties/repercussions to be determined by the President and other board members.

Section 4. Any and all financial obligations will be equally shared by Club Baseball members.

Section 5. All members can be terminated at any time from the travel roster at the best discretion of the Executive Board.

#### **ARTICLE IV – OFFICERS/EXECUTIVE BOARD**

Section 1. The officers/executive of this organization shall be: President, Vice President, Treasurer, Secretary and fundraising chair.

- A) This group shall act as a steering committee for the organization as named in Article I. Its chief function shall be to meet at intervals or times other than full organization meetings between the meetings of the full organization itself. It may sometimes act for the organization, but the Board is limited to actions whereas they are not overturned by the organization as a whole;
- B) Overturned being defined as two thirds vote of the full organization.
- C) Their term shall last until May 1<sup>st</sup> of the current school year or until resignation;
- D) The current year is defined by their term of May 1<sup>st</sup> after the election and April 30<sup>th</sup> of the next year.

Section 2. The officers shall be elected by team majority vote in closed elections with individual votes remaining unknown. Their term shall last 1 year. (Unless voted out by board members.)

- A) A unanimous vote of the Executive board is needed to vote out any board member.
- B) Their term shall start on May 1<sup>st</sup> of the year they are selected.
- C) Team majority represents 51% of the vote or greater.
- D) The board can reserve the right to add positions as seen fit to better accomplish the mission of Baseball Club at Indiana University.

Section 3. Qualifications for specific offices - Must have been a member of the Club Baseball at Indiana University team for at least a year, be in good standing with Indiana University, must demonstrate effective leadership skills.

- A) Applicant must have a financial background of some type or kind in order to hold the treasurer position.
- B) All officers must have no criminal record. (Denoting convictions by a court or judge for any offense, excluding traffic offenses as seen fit by the board. Arrest records do not count as a 'criminal record' for the purposes of Club Baseball at Indiana University)

Section 4. Duties for specific offices;

- A) President: Lead the team and organization communicating with the NCBA, Student Services and Indiana University Club Sports as well as all other organizations necessary. Set up meeting and practice agendas in coordination with the team coach if necessary. Set up and schedule games and coordinating hotels for away games. Setting dues. Scheduling fields for practices and games. Any other miscellaneous duties or responsibilities that occur with the reserved right to delegate to other board or team members as necessary.

- B) Vice President: Assist the President and other board members in all ways necessary.
- C) Treasurer: Keep a record of all team finances in a ledger format. Work with Indiana University Club Sports and IU Credit Union in order to pay team expenses in a timely manner. Assist President in setting dues.
- D) Secretary: Keeping paper copies of all documents and turning in all necessary documents when needed. Schedules Umpires (\$80 per game) at least one month before home games. Keep a record of all meetings and practices. Email and constant contact with current players.
- E) Fundraising Chair: Works with the team and the board in order to raise funds for the team in coordination with Indiana University Club Sport Guidelines.
- F) ALL: Attend officer training with Indiana University Club Sports, Understand the NCBA Rule Book, be a safety lead for the team (unless specific safety leads are designated). Updating all information onto the shared team box account.

Section 5. Method of replacing officers.

If officer and/or committee members are found to not be fulfilling said duties, they will report to the executive board for disciplinary actions or judgement. The aforementioned Officer will be replaced through an open ballot. Replaced Officers shall still be offered the opportunity to remain a committee member, depending on the offense.

- A) Should the offense require legal action the proper authorities including but not limited to the Indiana University Police Department, Campus Legal Services, the Bloomington Police Department, and personal lawyers shall be involved.
- B) The Vote to replace an officer on the board shall meet the original majority threshold of 51% or greater.
- C) Should an officer feel as though they were incorrectly replaced, they may file a complaint with the club advisor.

Section 6. Vacancies on Executive Board are filled by those who are elected or appointed to the position.

- A) As voted by popular vote of the club;
- B) Should the position become vacant mid-year, the Board of Directors shall vote on filling the position.

Section 7. Executive board members can be impeached by 4/5 vote of the club and advisor approval.

- A) Given the impeachment of an Executive Board member refer to Section 6 for direction on filling the vacancy.

## **ARTICLE V – MEETINGS**

Section 1. Regular meetings shall be held weekly in the form of practices and meetings as necessary.

- A) Time necessary for each meeting/practice shall be decided by the Executive Board.
- B) Meetings are started and adjourned by current acting President;

C) Should the President not be in attendance, this duty falls on the Vice President and other board members.

Section 2. Special meetings/practices may be called by the President during times of high levels of activity and/or when deemed necessary. The President may also cancel meetings/practices when deemed necessary.

#### **ARTICLE VI – AMENDMENTS**

Section 1. Method of submitting amendments: Through e-mail directly to President so it may be brought up in the meeting agenda.

A) Vice Presidents must be Carbon Copied on the aforementioned email.

Section 2. Members shall be notified of proposed amendments by the Executive Board via email or during the next team meeting.

Section 3. To pass an amendment 51% vote (by hand) is needed at the next team meeting that meet the 51% or greater majority threshold of attendance.

Section 4. An amendment may be proposed by any club member. To get it ratified, a member must have a signed petition with a simple majority (51%) of the club members. The amendment will then be up for review by the officer board. Any of the club officers has the right to veto it, but a majority vote must be held between all club officers. If vetoed, the club member can press for a club meeting.

Section 5. At the final meeting of the year in May, an open discussion about the constitution will follow. All concerns, problems, and questions regarding the current constitution will be discussed. Officers for the upcoming year will present any amendments to the club members at the first meeting of the following next year for review. All current and new members will vote on any amendments at the second meeting with a simple majority of the club members' votes needed to indoctrinate the amended constitution. All decisions made by the officer board must have a majority vote and must be made in the best interests of the club.

#### **ARTICLE VII – AFFIRMATIVE ACTION CLAUSE**

Section 1. There shall be no discrimination on the basis of race, sex, sexual orientation, politics, or religion within this organization. Any reference to the male gender in this organization shall likewise apply to any female, as the case may be.

Section 2. Should there be an issue that is contradictory to Section 1 of Article VII, the issue is to be brought to the attention of the Executive Board and they shall decide how to deal with it.

A) Should there be immediate threat to an individual in this organization they are to contact the Indiana University Police Department.

B) All club members should also understand that this may start a Title IX investigation.

#### **ARTICLE VIII – SUPREMACY CLAUSE**

This Constitution shall be subsidiary to any rules or guidelines of Indiana University, the Student Code of Rights (Student Handbook), Responsibilities and Conduct, and in other ways determined by the Executive Board.

## **ARTICLE IX – PARLIAMENTARY AUTHORITY**

Section 1. This Constitution and Organization (Club Baseball at Indiana University) is directed by rules and guidelines of Indiana University, Indiana University Club Sports and shall conduct itself, its meeting and events in a proper manner in accordance with these policies.

- A) We shall also follow NCBA rules and guidelines.

## **ARTICLE X – HAZING**

Section 1. Hazing in any form is strictly prohibited. Hazing is considered an interference with personal liberty, and includes any act of domination by any students over others which may lead to physical or emotional injury and discomfort. Hazing involving forced consumption of alcohol or drugs for the purpose of initiation or affiliation with any organization is specifically prohibited.

## **ARTICLE XI– PERSONAL GAIN**

Section 1. The members of the Club Baseball team at Indiana University shall not have any monetary personal gain.

- A) The club members shall receive items or benefits that fall only into the following categories: Hotel/lodging, provided hat, provided uniform items, use of team gear, use of fields during club baseball events, reimbursement for certain club expenses as defined by the executive board, ability to participate in games and any other benefits the executive board deems necessary excluding the dispersal of cash.
- B) This excludes a coach working for a salary defined by the coaching agreement.

Section 2. Restatement: This organization, if raising funds, shall ethically raise and distribute profits from organizational functions to either the organization or to members who provide a service that directly benefits the organization. Individual members may not receive compensation directly from for profit companies if acting as a representative of a student organization.

## **ARTICLE XII – COACHING**

Section 1. The Club Baseball team at Indiana University shall have a coach in order to be compliant with Indiana University Club Sports as a Risk Level 1 Team.

Section 2. The coach, if they are not a player, shall receive compensation for their time.

- A) The compensation shall be at a fair wage rate based on coaching experience.
- B) Any team player can protest a salary and bring it up to discussion with the rest of the team which could result in a vote to revise it.
- C) Compensation level for each year shall be initially set by the President and Treasurer.
- D) Compensation is to be paid within the semester of services provided.

## **ARTICLE XIII – SPORTSMANSHIP AND BEHAVIOR**

Section 1. All players are to act in a behavior that follows all guidelines and rules of the team, NCBA, Indiana University and all applicable laws at the federal, state and local levels.

Section 2. All players are to act in a manner of good sportsmanship while on and off the playing field, this is at the discretion of the executive board.

- A) The President reserves the right to remove or throw any player or member at any time where they are in violation of Section 1 or 2;
- B) This means that the player must leave and go home for the day.
- C) In the case that it is the president that needs to be removed this responsibility falls onto other executive board members to remove or throw him/her for the day.
- D) Players are responsible for paying for damages that they caused to fields, hotels or anything else that the Club Baseball team at Indiana University uses.

#### **ARTICLE XIV – PLAYER CONTROL AND PLAY TIME**

Section 1. This is left up to the coach during games however the ultimate responsibility and control falls onto the executive board and president, allowing for the board to override any choices made by the coach if necessary.

#### **ARTICLE XV – PAY BEFORE YOU PLAY**

Section 1. All club members must pay their dues before they are able to play in games versus other teams.

Section 2. Payment plans are available in the time span before games begin in both the fall and spring seasons.

Section 3. The board reserves the right for situations of extreme exceptions of this rule.

#### **ARTICLE XVI – COMPLIANCE**

Section 1. This organization shall comply with all Indiana University regulations, and local, state, and federal laws.

Section 2. All club and board members must read the Constitution and abide by its rules; this includes reading the document and completing the Compliance Agreement included at the end of this document by October 1<sup>st</sup> every year. This document also must be made easily accessible for all club and board members as well as advisors and coaches of the club. Failure to comply with this document by a board member will result in the immediate removal from office of the board member. Failure to comply with this document by a club member will result in penalties to be determined by the officer board.

Section 3. If a club or board member observes that there is a lack of compliance with this document and that no action is being taken to penalize the club member guilty of this offense, a grievance may be filed with the club advisor. The advisor will take the grievance under consideration, and if he/she agrees that the Constitution has been violated, then the advisor can take any action deemed necessary to protect this document, the club, and the rights of all club members.

## **ARTICLE XVII– BUDGET AND FINANCES**

Section 1. The Club Treasurer along with the Club President will create a budget, allocating funds between equipment, uniform, conference fees, umpire fees and estimated travel fees in addition to any other miscellaneous expenses associated to Club Baseball. Yearly dues will be set out by the executive board and must be paid in full by all members in order to participate. No one will be allowed to participate in a Club Baseball game until full dues are paid. All players must pay the same amount of dues unless they have never participated on the club before. If this is the case, in addition to dues, these new players will be assessed an extra fee to join the club in addition to dues, which will be determined by the board. Players can be placed on payment plans if the board deems this necessary, but all dues must be paid in full by May 1<sup>st</sup> at the latest. All player dues are non-refundable unless there are extenuating circumstances, in which case the executive board can decide to refund the player's dues. This may only take place if the players has not traveled with the team or participated in a game. In order to minimize costs the Club President and Treasurer will be in charge of organizing fundraising. Participating in fundraising efforts is required of all members of Club Baseball at Indiana University.

## **ARTICLE XVIII – TRAVEL**

Section 2. The Club President in conjunction with the Club Treasurer will make travel arrangements for the Club Team. Each player who participates in a road game is responsible for their own expenses unless explicitly stated otherwise. The Baseball Club is not responsible for any lost items on road trips. Any player who damages their room, behaves inappropriately or is arrested on a road trip may be removed from the organization. They will also be required to pay any fine that the club incurs due to their actions. The Club President should make every accommodation to make sure that every team member has a means of transportation to road games.

## **ARTICLE XIX – ATTENDANCE**

Section 1. Attendance will be kept at all events and meetings.  
A) Attendance may affect time seen on the field  
B) Attendance may also affect one's ability to remain on the travel squad.

Section 2. Excused absences may occur for classes and other acceptable reasons to be determined by the President and Executive Board.

## **ARTICLE XX – PROGRAMS INVOLVING CHILDREN**

Section 1. Programs Involving Children This organization, when working with children will be aware of and abide by the University's Programs Involving Children (PIC) Policy.

## **ARTICLE XXI - STATEMENT OF UNIVERSITY COMPLIANCE**

Section 1. This organization shall comply with all Indiana University regulations, and local, state and federal laws.

### **ARTICLE XXII - ANTI-HAZING POLICY**

Section 1. Hazing is strictly prohibited. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.

### **ARTICLE XXIII - PERSONAL GAIN CLAUSE**

Section 1. This organization, if raising funds, shall ethically raise and distribute profits from organizational functions to either the organization or to members who provide a service that directly benefits the organization. Individual members may not receive compensation from for-profit companies if acting as a representative of a student organization.

## **BY-LAWS**

### **ARTICLE I – MEMBERSHIP**

Section 1- To qualify for membership, refer to Article III. They must also demonstrate passion towards the cause.

Section 2 – Members will not be kicked out unless their actions have proved to be a disturbance or hindrance (this can include a lack of attendance.) Members would be replaced simply through open recruitment and tryouts (with rolling admission.)

### **ARTICLE II – DUES**

Section 1. The annual dues shall be decided by the current year President and Treasurer.

A) Can be changed as necessary to cover all incurred costs.

### **ARTICLE III – DUTIES OF OFFICERS**

Section 1. See Article IV.

Section 2. Officer duties are fluid and can be redefined at any time by the Executive Board.

### **ARTICLE IV – EXECUTIVE BOARD**

Section 1. The Executive Board shall consist of the President, Vice President, Treasurer, Secretary and Fundraising Chair.

Section 2. See Article IV.

### **ARTICLE V – COMMITTEES**

Section 1. Committees shall be formed under a board member.

Section 2. The committees shall be of any size deemed necessary by the Executive Board.

## **ARTICLE VI – QUARUM**

Section 1. The percentage of votes needed has been outlined in the Constitution.

Section 2. These aforementioned percentages can be amended.

Section 3. Regular decisions by the organization or committees need a majority to pass or fail.

A) Majority is defined as more than 51% of the people present.

B) These votes cannot be taken if less than 51% of the voting group is absent.

## **ARTICLE VII – TEAM ANTI DISCRIMINATION AND HAZING CLAUSE**

Section 1. We do not condone any sort of hazing, bullying or discrimination of any kind at any time. If you participate in these activities we reserve the right to send you home from any club baseball event you might attend along with appropriate reporting to the University and Club Sports.

## **ARTICLE VIII –ALCOHOL, DRUGS AND TOBACCO PRODUCTS**

Section 1. If you are under the influence of alcohol, drugs or other illegal stimulants you will be sent home and appropriately reported to the University and Club Sports. Tobacco products such as but not limited to cigarettes, dip or chew are not to be used during baseball club events or activities.

## **ARTICLE XIV – ELECTION CLARIFICATION**

Section 1. Following the inaugural season the club members will select the President, Vice-President, Treasurer, Fundraising Chair and Secretary (which can be replaced by a third Vice-President). It is possible to have two Vice Presidents if there are enough qualified candidates interested. Nominations and elections will take place during the 1<sup>st</sup> week of April following the beginning of the spring season. Nominations for positions will be anonymous and will be accepted up until the date of the election. Candidates can nominate themselves as well. Terms will be for one calendar year beginning in May and concluding at the end of the season the following year. Each officer may serve a maximum of four terms. Nominees will present their qualifications and objectives to the members at an organizational meeting election or email/online election in April. Elections will take place at the conclusion of the nominees' address to the members. These can take place in person or through email. The President will take all ballots and calculate the results of the election. In the situation of a tie, a runoff will take place. All the members will vote among all of the nominees who are tied. Any club officer can be impeached if a club member can collect a petition of signatures from a simple majority of club members. In this case, the officer will be removed from office, and an emergency club meeting will be called where at least three-fourths of club members must be present. Nominations will be held for filling the vacant seat, and an election will follow. Whoever receives the most votes wins the election. The person impeached from office is subsequently ineligible to hold office for Club Baseball at Indiana University

## **ARTICLE XV – COACH CLARIFICATION**

Section 1. The Club President is in charge of appointing a Head Coach and a Club Advisor. The Head Coach may be a Club Member or someone outside the Club. The Club President may also be the Head Coach. The Head Coach will not be paid unless it is a non-playing member outside the Club and it is agreed upon by a simple majority of the Club. In order to hire a Head Coach

who is not a member of the club, a contract must be drafted and agreed upon by the President, Treasurer, Advisor, and the Head Coach. The Head Coach of the Club team can be replaced if a simple majority of the squad votes to remove him. In this case, nominations will be held and an election will follow. Whoever receives the most votes from Club team members, will become the new Head Coach.

Section 2. The Head Coach must attend all conference and postseason games. In addition, the duties of the coach are as follows, but not limited to, determine practice schedules with officers' approval, establish a plan and course of action for safety and risk management, provide proper supervision, check practice areas for hazardous conditions and ensure equipment is in proper working order, assist club officers with purchasing and maintenance of equipment, assist club with fundraising activities, set goals that are attainable, realistic, and challenging, encourage talk with team about how performance can be improved during practices and competitions, encourage team building and cohesion and monitor performance for purposes of evaluating skills in determining competition participation.

Section 3. In case of a player/coach situation, no special training or certification is necessary. An advanced knowledge of the game will be needed and the club will appoint a player/coach based upon a member's knowledge of the game as well as their interpersonal skills. All player/coaches must still pay player dues.

Section 4. A non-playing coach should be appointed based upon prior history of coaching organized baseball. Any certifications needed to coach baseball must be documented in writing. Additionally the executive board has the right to interview anyone interesting in coaching the Club Baseball team at Indiana University.

#### **ARTICLE XVI – Programs Involving Children**

Section 1. This organization, when working with children will be aware of and abide by the University's Programs Involving Children (PIC) Policy.

#### **ARTICLE XVII – Participation Fee**

Section 1. On September 1, 2019 the organization known above as Club Baseball at Indiana University will hereby charge a participation fee to all non-travel team members.

- a) The fee that will be assessed to each participant shall be \$10 (Ten Dollars US.)
- b) The fee will help offset participation field/practice costs and must be paid before an individuals first time practicing or trying-out with the Club Baseball Team.
- c) This fee is non-negotiable and will be assessed to all potential participants.
- d) For individuals in financial hardship there shall be an accommodation made to be discussed in Section 2.
- e) Club Baseball at Indiana University does not discriminate based on financial background and this fee is NOT a barrier to entry. The Club Baseball team uses this fee to help offset costs incurred while maintaining equal opportunity participation options.

f) This payment can be made by cash, check or electronic payment to an official Club Baseball at Indiana University account. The individual making the payment to a party that is not mentioned in the preceding sentence takes full responsibility for their payment to this party. Club Baseball is not responsible for refunding any fraudulent transactions that occur nor will the club recognize them as payment of the participation fee. The individual is responsible for obtaining repayment from and fraudulent transactions.

g) The participation fee is non-refundable.

h) For individuals that make the travel roster, this fee is assessed as part of their yearly dues as discussed previously in the constitution. The participation fee will be subtracted as such from first year players. The participation fee is also assessed to returning players within their yearly dues. This fee is not unlike a deposit though is unique in function to Club Baseball at Indiana University.

i) Fee is assessed once per year.

Section 2. For individuals suffering from financial or economic hardship there will be accommodation.

a) The Club Baseball Team at Indiana University reserves a select amount from due payments and/or university allocation to aid individuals unable to pay the participation fee.

b) There must be substantial proof of financial hardship to be shared with the executive board or the University advisor to the team (this does not include club sports representatives within IU Club Sports as Club Baseball at Indiana University is a registered Student Governed Organization (SGO) and not a University Governed Organization (UGO), though these individuals may be used by the exec board or advisor for a secondary opinion) in order to obtain access to an accommodation.

a. Club Baseball adheres to Indiana University and Club Sports policies while reserving it's rights to make independent decisions in order to keep the club in good economic standing with third party organizations.

c) Returning members will be able to have their fee paid through the alternative of community service or fundraising possibilities.

d) The Club Baseball Team at Indiana University offers sufficient opportunity through volunteer and fundraising opportunities to fully cover the cost for the participation fee for all individuals.

e) It is the individual's responsibility to be actively attending these opportunities in order to be eligible for this accommodation.

f) An individual receiving financial assistance is eligible for financial assistance from Club Baseball at Indiana University only in regards to the participation fee. All travel team expenses must be covered out of pocket or through fundraising opportunities. Again, the financial assistance fund does not and will not cover an individual's travel team dues or expenses.

Inability to pay travel dues or expenses will cause an individual to be removed from the travel roster. However, in accordance with Indiana University and IU Club Sports policies the individual will still be allowed to participate in all practices and non-competition events

### **ORGANIZATION ADVISORS**

Section 1. Advisors are members of Indiana University Bloomington's faculty/staff. They are not held responsible for the organization's actions, and do not sit in a capacity that lets them dictate organizational policy. Advisors do not have to attend meetings or events held by the club (exception- see Organizational Guidelines for Funding and Additional Guidelines for Sports Clubs), but it is hoped that their interest will lead to this involvement. The following are some of the aspects of being an advisor to Club Sport organizations;

A) Provide continuity and direction to the organization. With the yearly turnover of officers and club membership, advisors are needed to provide continuity to the organization by acting as a resource of past activities, and helping the new membership continue in the original philosophical intent of the organization.

B) Answer questions about the college. The advisor is a knowledge base for information about college policies, and how the organization's activities relate to them.

C) Funding supervisor. In this organization the advisor will help the treasurer monitor monetary expenditures by reviewing treasury records.

D) College liaison. A contact person for the college if they have questions or concerns about the organization, and will help mediate between the two if problems arise.

E) Suggestions and support. The most important duty of the advisor is to help the organization by giving suggestions, and supporting their decisions.

### **University Required Clauses**

Statement of University Compliance: This organization shall comply with all Indiana University regulations, and local, state and federal laws.

Anti-Hazing Policy: Hazing is strictly prohibited. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.

Personal Gain Clause: This organization, if raising funds, shall ethically raise and distribute profits from organizational functions to either the organization or to members who provide a service that directly benefits the organization. Individual members may not receive compensation from for-profit companies if acting as a representative of a student organization.