



Jeppesen Employees Flying Association, Inc. (JEFA)

Bylaws

Approved by

Joseph (JJ) Cassa – President

Natalie Gramer – Treasurer

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Approved on: Wednesday, 6 May 2015



Revisions

Revision Date	Revision Highlights	Revision Approved by
May 1, 2013	- Updated the JEFA Board of Directors list - Revised Article III – Governance, Section 1: Decision Making	JEFA Board of Directors
December 30, 2013	-Table of Contents Renumbered -Revised Article II - Membership Section 2 Eligibility and Types of Membership -Revised and renumbered Article II - Membership, Section 3 Fees and Dues	JEFA Board of Directors
1 January 2014	Board members updated. No other changes made.	JEFA Board of Directors
1 January 2015	Board members updated. No other changes made.	JEFA Board of Directors
2 March 2015	Updated accounting duties.	JEFA Board of Directors
6 May 2015	Overnight cross-country payment.	JEFA Board of Directors
1 January 2016	Board member updates and new logo added. No other changes made.	JEFA Board of Director
1 January 2018	Board member updates, no other changes made.	JEFA Board of Directors
13 February 2019	Board member updates. Updated Article VIII Rules of fleet operation to further clarify that only JEFA members are authorized to operate JEFA aircraft.	JEFA Board of Directors
1 January 2020	Board member updates, no other changes made	JEFA Board of Directors
6 December 2020	Board member eligibility changes	JEFA Board of Directors
1 January 2021	Board member updates, no other changes made	JEFA Board of Directors
11 January 2021	Board member updates, member eligibility and board member eligibility changes	JEFA Board of Directors
12 July 2022	Board member updates, member eligibility and board member eligibility changes	JEFA Board of Directors
19 January 2023	Board member updates, Article XIII revisions	JEFA Board of Directors



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Article I - Name, Purpose, Goals, and Place of Business

Section 1: Name

The name of this organization shall be Jeppesen Employees Flying Association, Inc. (JEFA).

Section 2: Purpose

JEFA is formed exclusively for pleasure, recreation, and other non-profit purposes within the meaning of Section 501(c)(7) of the Internal Revenue Code, specifically to foster, promote, engage in, and conduct all phases of flying and flying-related activities in a manner to promote personal contacts and fellowship among its members including the providing of education about flying.

Section 3: Place of Business

12830 East Control Tower Road #J4
Englewood, CO 80112

Article II - Membership

Section 1: Application

Application for membership shall be made by applicants completing the JEFA Membership Application form and forwarding the completed application to the Director of Membership.

Section 2: Eligibility

Members shall consist of the following individuals interested in the purpose and goals of JEFA regardless of race, creed, gender, or national origin and approved by a majority vote of the JEFA Board of Directors.

A member is considered to be in good standing when they:

- Are current in their account according to JEFA payment policies
- maintain their currency by flying aircraft at least one hour every three months or renew their currency by flying with a JEFA certified flight instructor (CFI)
- Do not violate the JEFA rules of operation as stated in the JEFA Membership Guide

A member in good standing is eligible to cast a vote concerning JEFA matters.

A membership will be revoked and he/she will no longer be able to reserve or fly a JEFA aircraft if one or more of the following conditions are met, as determined by the JEFA Board of Directors:

- His/her account is delinquent according to JEFA Payment Policies
- He/she has not maintained membership currency as defined above



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- He/she has violated the JEFA rules of operation as stated in the JEFA Membership Guide
 - He/she fails to attend at least two (2) member meetings a year.
 - Subject to Board approval, members may request to become inactive and take a Leave of Absence from Active Flying status for various reasons and duration. The request to become inactive must be in writing and the account will be in good standing when the in-activity begins. Any request for inactivity will be presented to the JEFA Board of Directors for approval.

Section 3: Fees & Dues

All members shall pay JEFA an initiation fee upon joining JEFA and monthly membership dues as described in the [JEFA Payment Policies](#) except for the following:

- JEFA Board of Director members during their term of service.
- Former JEFA Board of Director members who have served a minimum of two terms on the JEFA Board will be exempt from future dues equal to the number of years served on the JEFA Board.
- JEFA CFIs
- JEFA A&P mechanics
- Others voted exempt from paying dues by a two-thirds majority of the JEFA Board of Directors and officially recorded by the Secretary of JEFA.

Article III – Governance

Section 1: Decision Making

JEFA shall be governed by a Board of Directors, each of whom shall have one equal vote in all decision making matters. A quorum for conducting all Board business is at least 60 percent of all eligible Board members present either in person or by telephone.

In the event a Board position is vacant or a Board member is otherwise unable to execute the duties of the position, the remaining board members shall execute the duties of the vacant Board position until the vacancy can be filled.

Section 2: Directors & Duties

President – the following duties shall apply:

- (a) Attend all meetings that require JEFA management representation or nominate a delegate
- (b) Preside at all Board and membership meetings or nominate a delegate from the other Board members
- (c) Act as Chair of the Incident/Accident Committee
- (d) Contribute to the JEFA newsletter
- (e) Delegate responsibilities as required

Treasurer – the following duties shall apply:



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- (a) Responsible for accurate accounting of all JEFA financial transactions
- (b) Responsible for receipt and disbursement of all JEFA funds in accordance with the bylaws and policies
- (c) Responsible for financial reports
- (d) Responsible for the filing of taxes
- (e) Responsible for all required financial audits
- (f) Maintain master access of all financial accounts of JEFA
- (g) Responsible for all external financial matters of JEFA
- (h) Oversee any accounting services provided to JEFA
- (i) Contribute to the JEFA newsletter
- (j) Delegate responsibilities as required
- (k) Attend JEFA board and membership meetings
- (l) Ensure payment of overnight cross-country flights as required

Secretary – the following duties shall apply:

- (a) Keep the minutes of all meetings
- (b) Prepare and distribute meeting agendas
- (c) Handle all JEFA correspondence
- (d) Coordinate and distribute a regular JEFA newsletter
- (e) File the annual Periodic Report with the Colorado Secretary of State.
- (f) Responsible for all aspects of voting on governing documents
- (g) Records and announces election results
- (h) Responsible for maintaining club records in accordance with Article IX
- (i) Attend JEFA board and membership meetings
- (j) Delegate responsibilities as required

Director of Operations – the following duties shall apply:

- (a) Supervise and arrange for all JEFA flight activities, and maintain an operations schedule
- (b) Responsible for use of aircraft in accordance with established JEFA rules
- (c) Ensure proper maintenance of JEFA aircraft
- (d) Contribute to the JEFA newsletter
- (e) Delegate responsibilities as required
- (f) Attend JEFA board and membership meetings

Director of Safety – the following duties shall apply:

- (a) Establish and publish guidelines pertaining to safe operation practices



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- (b) Coordinate with the Director of Operations and Director of Training requirements and curriculum for all check rides, cross-country qualifications, and operations
 - (c) Reviews records of check-rides, licenses, and medical examinations for all members
 - (d) Review qualifications and recommendations and submit names of prospective flight instructors and check pilots for Board approval
 - (e) Coordinate with Director of Training on all activities of JEFA-approved flight instructors and check pilots
 - (f) Help establish the Incident and Accident Review Board (as required)
 - (g) Contribute to the JEFA newsletter
 - (h) Delegate responsibilities as required
 - (i) Attend JEFA board and membership meetings

Director of Asset Management – the following duties shall apply:

- (a) Responsible for procuring and maintaining JEFA aircraft
- (b) Responsible for all JEFA assets (facilities, tools and software)
- (c) Assist the treasurer in rendering financial reports
- (d) Contribute to the JEFA newsletter
- (e) Delegate responsibilities as required
- (f) Attend JEFA board and membership meetings

Director of Membership – the following duties shall apply:

- (a) Recruit, retain, and grow a healthy JEFA membership
- (b) Manage an up-to-date membership roster and membership report
- (c) Ensure that all new JEFA members sign the JEFA Membership Application, Safety Agreement, and JEFA Membership Guide Rules of Operations Acceptance sheet
- (d) Coordinate appropriate aircraft checkout flights for all new JEFA members with the Director of Training or JEFA's Chief Flight Instructor
- (e) Contribute to the JEFA website
- (f) Resolve all membership issues
- (g) Contribute to the JEFA newsletter
- (h) Delegate responsibilities as required
- (i) Attend JEFA board and membership meetings

Director of Training – the following duties shall apply:

- (a) Select flight and ground instructors, as well as the JEFA Chief Instructor
- (b) Recommend a comprehensive training program for pilots and non-pilots that meets the needs of JEFA members



- (c) Assist Director of Safety in establishing requirements and curriculum for all check rides, cross-country qualifications, and operations
- (d) Coordinate with flight instructors and check pilots to ensure a high level of pilot proficiency is attained and maintained by all JEFA members
- (e) Serve as liaison to the Director of Operations and the Director of Safety to ensure compliance with safety and operational rules
- (f) Contribute to the JEFA newsletter
- (g) Delegate responsibilities as required
- (h) Attend JEFA board and membership meetings

Director of Communications – the following duties shall apply:

- (a) Communicate JEFA affairs to the membership
- (b) Create the JEFA newsletter
- (c) Maintain JEFA Website
- (d) Delegate responsibilities as required
- (e) Attend JEFA board and membership meetings

Section 3: Elections of Board Members

Rules

Director positions shall be filled by secret ballot during the final meeting of the year for the term beginning January 1st of the following year.

The term for each Director shall be two years. Should a Director resign or become ineligible to serve on the Board during his or her term (in which case the ineligible member shall immediately resign), the vacated position shall be filled by a majority vote of a quorum of the remaining Board members.

A candidate is selected to be a Director by a plurality of ballots cast by Members for each Director position. In case of a tie vote, the Board shall determine the elected Director by a majority vote of a quorum of the remaining Board members.

The following positions shall be filled for terms starting with even numbered years:

- Treasurer
- Director of Asset Management
- Director of Safety
- Director of Communications
- Secretary

The following positions shall be filled for terms starting with odd numbered years:

- President
- Director of Operations
- Director of Membership



- Director of Training

Board Member Eligibility

All Members in good standing for a period of at least two years from the date the term begins are eligible to serve on the Board of Directors. To be eligible for the position of President, the candidate must be currently serving a Board position and completed at least one (1) full term (2 years).

Board of Directors Election Process

1. Six weeks prior to the election, all Board positions for which elections will be held shall be announced to the JEFA membership by the Secretary.
2. Four weeks prior to the election, all interested, eligible JEFA members shall indicate interest in running for a position on the Board by submitting to the Secretary his/her biography explaining qualifications and position for which he/she is running.
3. Two weeks prior to elections, the Secretary shall distribute to all voting members the names of Board candidates, their biographies, and the positions for which the candidates are running.
4. Voting takes place during the final membership meeting of the year. At this meeting, additional candidates may be accepted. Only members in good standing may participate in the elections.
 - The Board counts and tabulates ballots at the meeting.
 - The Secretary announces election results to the entire JEFA membership.

Recall

A recall election shall be held upon a voting member's presentation of a petition to the Board. The petition of recall must be signed by at least 20% of the voting members. The Board shall verify the validity of the petition signatures and then call a recall election. Two-thirds of the voting members must vote for recall for it to take effect. If a recall is approved, the incumbent Director shall immediately resign and the position shall be filled by a majority vote of a quorum of the remaining Board members.

Conflict of Interest

No member shall serve as a Board member if a Conflict of Interest exists with respect to the management or operation of JEFA. Such a Conflict of Interest shall be defined as follows:

- Employment by a firm or organization, corporation, partnership, or enterprise with which JEFA conducts business.
- Direct or indirect interest in a firm or organization, corporation, partnership, or enterprise with which JEFA conducts business.
- Any active Board member involved in ownership of an aircraft leased back to JEFA.

Section 4: Decision Making Process

Decisions shall be made by a majority vote of a quorum of the Board of Directors.



Article IV – Finances

Section 1: Funds

JEFA funds shall be generated through the membership fees, aircraft rental fees, donations, fund raising, training courses, and other means as needed.

Section 2: Fiscal Year

JEFA's fiscal year shall start on November 1 and will end on October 31 of the following year.

Section 3: Authority

The Board shall have authority to appropriate funds.

Section 4: Accounts

The Board shall maintain unique business checking and savings accounts.

Section 5: Disbursements

The Board shall approve all disbursements exceeding \$1,000. The President or the Treasurer shall approve all disbursements equal to or less than \$1,000.

Recurring payments of \$1000 or more shall be approved only once.

Section 6: Budget

The Board shall approve an annual budget prior to the start of the fiscal year that shall meet JEFA's goals and maintain JEFA's non-profit status.

Article V – Meetings

Section 1: Board Meetings

Board meetings shall be held regularly as required. The President or majority vote of the Board members shall call meetings at least five (5) days prior to the proposed meeting date. A quorum for Board meetings shall be at least 60 percent of the Board membership present in person or by telephone.

Section 2: Membership Meetings

Membership meetings shall be held at times and places designated by the Board at a frequency no less than once per quarter per year. Written notice of times and places of the meetings shall be made available to each voting and non-voting member not less than five days prior to the meeting date



Section 3: Instructor Meetings

Instructor meetings shall be held at times and places designated by the Chief Instructor and/or Director of Training.

Section 4: Parliamentary Authority

The rules contained in the current edition of “Robert’s Rules of Order Newly Revised” shall govern JEFA in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order JEFA may adopt.

Section 5: Proxies

Members may exercise the right of proxy representation at any meetings for which the membership is asked to vote on an issue. Any voting member may exercise their right to vote by proxy by submitting the signed JEFA Proxy Vote document to the Board via mail, email, or through another voting member.

Article VI – Committees

JEFA committees shall be formed by the Board as required.

Article VII – JEFA Property

JEFA shall procure and own property as approved by the Board. Property holdings purchased by JEFA with JEFA funds shall be considered JEFA property and not the property of any individual member or group of members.

Article VIII – Rules of Fleet Operation

For details on fleet operation, which includes flying charges, operation of aircraft, aircraft rates, and incident management, see JEFA documents: [JEFA Rules of Fleet Operation](#) and [JEFA Safety Handbook](#). Only members as defined in Article 2 or authorized service providers may operate (manipulate flight controls) of JEFA aircraft. This is not intended to restrict authorized JEFA certified flight instructors from providing instruction to prospective students (i.e. discovery flights).

Article IX – Records and Accounts

Section 1: Records

A permanent file of correspondence, reports, and publications of JEFA shall be maintained by the Secretary. The following records are required under these Bylaws:

- Minutes of the Board and membership meetings.
- Such other records as the Board may direct.



Section 2: Accounts

A budget shall be maintained for the general business operations, including details for each airplane operated by JEFA.

Aircraft Depreciation Schedule

Aircraft depreciation schedules shall not use accelerated depreciation for any new aircraft acquisitions.

Article X – Services and Supplies

Services and supplies provided by JEFA to its members and charges for same shall be approved by the Board prior to the announcement of the service. The Board shall adjust the charges as necessary to maintain JEFA a sound financial basis.

No member, other than Directors or Board-authorized representatives shall use stationery bearing the letterhead or logo of JEFA.

Article XI – Publications

JEFA shall issue such publications as the Board may direct.

Article XII – Logo

The Board shall approve the logo of JEFA and its usage.

Article XIII – Amendments

These Bylaws may be altered, amended, or replaced by the affirmative vote of two-thirds of the Board of Directors. Prospective changes to the Bylaws (outside of Board of Directors Name Updates) will be sent by the board to the membership. The membership will have a 30 day period to provide comments to the board via email. After the 30 day period for member comments has elapsed, the board will take any member comments into consideration and vote on the proposed changes.

Article XV – Dissolution

JEFA may be dissolved through the procedure specified in the JEFA Articles of Incorporation, Article III, C.3.