

Salem Youth Soccer Association

Salem Youth Soccer Association, Inc. PO Box 209 Salem, NH 03079

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ARTICLES OF AGREEMENT

Voted and approved: June 4, 2009

This document contains the general policies and guidelines for the establishment and conduct of the Salem Youth Soccer Association as approved by the Board of Directors in June, 2009

ARTICLE 1 NAME AND ORGANIZATION

Section 1.1. NAME:

The name of this organization shall be "**SALEM YOUTH SOCCER ASSOCIATION, INC.**" hereinafter referred to as "SYSA". SYSA shall be incorporated in the State of New Hampshire and be affiliated with the New Hampshire Soccer Association (NHSA).

Section 1.2. ORGANIZATION:

SYSA shall be organized into a recreational program and a travel program. By-laws shall establish criteria for each program's operating rules within the authority of this document.

ARTICLE 2 OBJECTIVES, GOALS AND PHILOSOPHY

Section 2.1. OBJECTIVES:

The objective of SYSA is to promote and enhance the game of soccer primarily for the benefit of the eligible youth of Salem. SYSA shall provide the opportunity for all eligible Salem youth to participate in soccer at the recreational, EDP and travel levels by establishing appropriate teams and coaches consistent within the rules of this document and those of affiliated associations. SYSA shall be a Non-Profit Organization.

Section 2.2. GOALS:

SYSA's primary goals are to increase awareness of the game, develop premiere soccer skills and provide a fun atmosphere that will encourage maximum youth retention. To meet the needs of players of all abilities and wants, the recreational program shall be open to all eligible players regardless of physical or mental ability and the travel program shall be open to all eligible players who aspire to a higher training and playing level and who are selected based on established try-out procedures. To accomplish its goals, SYSA shall establish minimum training requirements for all its coaches and develop objectives for skill development for its youth players at each age group. SYSA shall seek and train quality coaches and referees and endeavor to provide satisfactory facilities and equipment. SYSA shall establish reasonable registration fees, an aggressive fund raising campaign, and a broad parent volunteer base to help meet these goals. SYSA shall not prohibit any Salem youth from participating solely because of inability to pay the registration fee.

Section 2.3. PHILOSOPHY:

SYSA shall never lose sight of the fact that the games are for the children and not for the adults. Emphasis shall never be placed on winning above the psychological or physical development needs of the player. By-laws shall allow for maximum player participation for any skill level within the recreational program. By-laws shall be written to allow for travel player development for those players who wish to compete at the high school level and beyond within the boundaries of SYSA's objectives, goals and philosophy. By-laws shall be written to promote the philosophy that players cannot be developed unless they are given the opportunity to play and to have fun. Coaches, referees, board members and parents/volunteers shall conduct themselves within the boundaries of good sportsmanship and shall abide and conduct themselves within the framework of this document and the by-laws. SYSA adopts for

all its members the National Youth Sports Coaches Association (NYSCA) Coaches and Parents Code of Ethics. Board members shall foster goodwill within the State and town community by maintaining good relations between State soccer officials and local media, town government, school and business officials.

ARTICLE 3 MEMBERSHIP

Section 3.1. MEMBERS:

SYSA members shall consist of officially registered eligible youth players, as defined by the by-laws, their parents/guardians and volunteers recognized as such by the SYSA Board Members (such as coaches, referees, board members, etc.). Memberships become effective upon acceptance of signed registration forms or sign-up sheets (volunteers) by the Registrar or other Board Officers, or by signing in to a registration program and submitting a registration online.

Section 3.2. GENERAL MEMBERSHIP:

General membership consists of officially appointed and approved volunteers and board members. Each general membership member shall have one vote during any SYSA General Membership Meeting for the purpose of electing Board Officers or voting on amendments to the Articles of Agreement.

Section 3.3. MEMBER ELIGIBILITY:

SYSA players must show proof of birthdate for registration at the time of their first registration or whenever changing from recreational to travel/edp. Verified Salem residents shall have priority over nonresidents for all SYSA divisions. Non-residents may be considered for travel teams with the approval of the Vice-President Travel and division coordinator. By-laws, state guidelines and other SYSA documents shall establish additional eligibility criteria, such as minimum and maximum ages, computation of ages for recreational program, distribution of non-Salem residents on Salem teams, minimum age for coaches/assistant coaches, volunteer status and other areas not covered in the Articles of Agreement.

ARTICLE 4 ORGANIZATION STRUCTURE

Section 4.1. BOARD MEMBERS:

SYSA shall be governed by a Board of Directors consisting of five (5) Elected Executive Board members and appointed general membership.

Section 4.1.1 Executive Board Officers (elected). Officer positions shall be:

These positions shall be nominated by the overall membership of SYSA and confirmed by majority vote. These positions hold voting authority. Any person holding more than one position may only cast 1 vote per motion. The President votes in the case of a tie.

- President
- Vice-President, Recreational (Recreation)
- Vice-President, Travel
- Treasurer
- Secretary

4.1.2. The appointed General Board positions shall be:

Appointed General positions shall be as nominated by the Executive Board and confirmed by majority vote of all currently filled Executive Board members present at meeting after the annual election or when due to vacancy. These positions hold voting authority. Any person holding more than one position may only cast 1 vote per motion.

- Registrar
- Director of Coaches and Player Development
- Director of Referees
- Recreational Coordinator (1 for each age division)
- Boys Travel Coordinator
- Girls Travel Coordinator
- EDP Coordinator
- Director of Communication
- Member at Large

Section 4.2 OTHER BOARD APPOINTMENTS

Appointed positions shall be as designated by the President and confirmed by the board each year after the election of executive officers or when due to vacancy. These positions hold no voting authority.

- Uniforms Coordinators
- Equipment Coordinators
- Fundraising Chairperson
- Scholarship Chairperson
- Referee Scheduler
- Webmaster
- Awards Coordinator
- Field Designee
- Field Manager

Appointed positions shall report to the board from time to time. Committee membership and actions are subject to the approval of the Board. Committees shall be empowered to meet and perform such duties as specified in the by-laws.

Section 4.3 AFFILIATIONS

SYSA shall be an affiliate of the New Hampshire Soccer Association, hereinafter referred to as NHSA, and in so doing, is affiliated with the United States Soccer Federation, United States Youth Soccer Association and the United States Amateur Soccer Association.

ARTICLE 5 BOARD AND COMMITTEE DUTIES AND RESPONSIBILITIES

Section 5.1 GENERAL:

The function of the Board shall be to govern, manage and set policy for the operation of youth soccer in Salem; provide communication between teams, divisions, Town of Salem, and other organizations and communities; enforce the by-laws of SYSA; raise, disburse and account for funds; make recommendations and encourage standardization of rules, codes of conduct and penalties for the breach of these rules and codes; be a Board of Appeal; and other such duties not expressly prohibited by the Articles of Agreement and by-laws. Any general membership member may challenge the legitimacy of any by-law or policy established by the Board by petitioning the Board in writing.

Section 5.2 OFFICERS

Section 5.2.1 PRESIDENT: The President shall ensure the overall organizational and operational success of SYSA. The President shall have the authority to make decisions affecting the SYSA not otherwise covered by other Board members duties or required by Board Meeting action. Specific duties shall include:

- Plan, schedule and attend as Chairman, all board meetings
- Have final authority over all matters affecting league activities within the boundaries of State requirements and those requiring board actions
- Approve ad-hoc committees and appoint chairs
- Provide direction and guidance for planning the future of league activities
- Interact with State and Town officials towards the betterment of youth soccer
- Ensure completion of other business not otherwise addressed in the Articles of Agreement or by-laws
- Assist incoming replacement to insure a smooth transition of responsibilities
- Co-signer on funds disbursement
- Approve all non budgeted expenditures over \$100
- Approve league policies/procedures established by the recreational/travel/edp divisions or other executive officers.

Section 5.2.2 VICE-PRESIDENT RECREATIONAL: The Vice-President shall ensure the overall success of the Recreational Division. Specific duties shall include:

- Approve game schedules, provide for field set-up and decide upon game cancellations in conjunction with field designee due to inclement weather or other situations which prohibit safe play
- Recommend nominees for Division Coordinator positions to the Board Officers
- Appoint non-board volunteers to carry out the needs of the Recreational Division
- Coordinate with the Director of Coaches on coaches assignments and training needs
- Coordinate with the Vice-President Travel on all matters that affect the Travel Division or its players
- Plan and provide budget information to the Board at the June meeting
- Assist incoming replacement to insure a smooth transition of responsibilities
- Coordinate with other town league officials to arrange inter-town play for appropriate divisions

Section 5.2.3 VICE-PRESIDENT TRAVEL: The Vice-President shall ensure the overall success of the Travel Divisions. Specific duties include:

- Establish policy and approve activities that affect tryouts in accordance with State and SYSA requirements
- Recommend nominees to the Board Officers for the positions of Coordinator of Boys Travel, Coordinator of Girls Travel and EDP Coordinator
- Appoint non-board volunteers to carry out the needs of the Travel Division
- Plan and provide budget information to the Board at June meeting
- Oversee team formation and team player assignment
- Keep current on all registered league policies
- Coordinate with the Director of Coaches on coaching assignments and training needs
- Coordinate with the Vice-President Recreational on all matters that affect the Recreational Division or its players
- Assist incoming replacement to insure a smooth transition of responsibilities

Section 5.2.4 SECRETARY: The Secretary shall:

- Attend and record minutes of all Board meetings
- Transmit all official correspondence and distribute copies of the minutes, along with a notice of the next board meeting and agenda to each board member
- Be the official repository of all SYSA official business records
- Notify all Board Members of scheduled or changed meetings, locations, and times.
- Notify the Annual Membership Meeting to each voting member one month prior to the scheduled meeting.
- Collect nominations, record results of director appointment voting, and general membership meeting elections.
- Assist incoming replacement to insure a smooth transition of responsibilities
- Maintains current listing of all board members contact listing
- Notify the membership of upcoming elections or by-law or articles of agreement voting
- Serve as a co-signer when no treasurer/president are in place

Section 5.2.5 TREASURER: The Treasurer shall:

- Properly account for all income and expenses relating to SYSA
- Retain/file all receipts and documentation that relates to SYSA expenses
- Provide a written report of SYSA finances at the monthly Board Meetings
- Be the primary signature on all accounts
- Assist incoming replacement to insure a smooth transition of responsibilities
- Expected to pay all invoices and expenses in a timely manner
- Responsible for end of year reconciliation noting deficits and excess money
- Responsible for working with league's accountant to provide tax preparation documents
- Provide a quarterly backup of the accounts database to secretary for storage of data
- Provide documentation and records for annual review or inspection of accounting records prior to tax preparation time.

Section 5.3 GENERAL BOARD shall have the following overall responsibilities:

- Carry out their assigned duties in a timely manner
- Attend monthly board meetings and participate in the setting of policy
- Represent SYSA in town or state (NHSA) soccer matters with approval of the Board Officers
- Assist incoming replacement to insure a smooth transition of responsibilities

Section 5.3.1 REGISTRAR: The Registrar has jurisdiction over the registration of players in SYSA. Specific duties include:

- Plan and direct the SYSA registration program
- Reconcile fees paid and turn over all moneys collected (and reconciliation sheet) after each registration date to the Treasurer
- Maintain a computer data base of all registered players
- Submit SYSA players, coaches rosters and board members names to NHSA in a timely manner
- Provide player counts to treasurer for registration/insurance fee to NHSA in a timely manner
- Rule on the eligibility of players based on age, registration materials (payment, birth certificate) and potential health issues
- Coordinate and attend SYSA registration events
- Creates player cards and distributes official travel rosters to coaches
- Approves and finalizes all recreational rosters as submitted by division coordinators

Section 5.3.2 DIRECTOR OF COACHES and PLAYER DEVELOPMENT: The Director of Coaches and Player Development shall provide for the quality of coaching towards the betterment of player development. This person should have a minimum of an E license and is recommended they attain a D license and shall establish player development guidelines for each age division. Specific duties shall include:

- Maintains a database of all coaches and assistants
- Schedule Certification training for all coaches
- Establish training objectives and promote clinics, license courses and other training tools to provide for the best-trained coaches
- Assist the Recreational and Travel Vice-Presidents in the selection of coaches
- Plan and conduct the Coaches Meetings
- Establish procedures to handle disciplinary action for coaches
- Oversee procurement, deployment and scheduling of professional coaching resources
- Serve as the first point of contact for all coaching issues including disciplinary actions
- Establish player clinics
- Ensure guidelines for player development are current and distributed annually to coaches
- Coordinate/facilitate tryouts w Director of Coaching and Vice President of Travel
- Participate in development of policies for player placements and selections.
- Serve as the first point of contact for all player issues including disciplinary actions

Section 5.3.3 DIRECTOR OF REFEREES: The Director of Referees shall keep SYSA informed of rule changes and provide assistance in rules interpretations. Specific duties shall include:

- Provide for the recruitment and scheduling of qualified referees
- Oversee the referee scheduler
- Maintain a list of patched and referees
- Provide for the training of referees
- Report the SYSA on rule changes, Interpretations and any upcoming referee clinics or other rules/referee matters of interest
- Establishes procedures on referee assignments
- Serve as the first point of contact for all referee issues, complaints or disciplinary issues
- Run one preseason meeting for every SYSA season

Section 5.3.4 RECREATIONAL DIVISION COORDINATORS: Recreational Division Coordinators shall be responsible for the operational success of their respective recreational age divisions. Specific duties shall include:

- Serves as the first point of contact for their division and contact the Vice-President Recreational for resolution of issues
- Assist in development of the practice schedule
- Develop the game schedule in conjunction with other divisions
- Disseminate information to division coaches
- Monitor and supervise coaches in division in order to provide coach evaluation and feedback
- Notify coaches of game cancellations
- Assist during the registration events
- Assist in the recruitment and assignment of coaches for their division
- Work directly with registrar to roster players and ensure coaches communications with players
- Report all injuries, accident and incidents to the Vice President and President within 24 hours of injury

Section 5.3.5 BOYS AND GIRLS TRAVEL DIVISIONS and EDP COORDINATOR: The Coordinators shall manage and administer their respective divisions under SYSA and NHSA/GSYSL requirements. Specific duties include:

- Ensure the operational success of the respective travel divisions (Boys and Girls/EDP)
- Serves as the first point of contact for their division and contact the Vice-President Travel for resolution of issues
- Plan for tryouts, recommend qualified coaches, and ensure the accurate and timely registration of players and teams to include the collection of player's fees, player cards and registration paperwork.
- Attend their respective state league meetings
- Ensure coaches have rosters, medical release forms, player cards, referee fees and equipment
- Assist the Vice-President Travel in the conduct of Travel Division business not otherwise specified
- Report all injuries, accident and incidents to the Vice President and President within 24 hours of injury

Section 5.3.6 DIRECTOR OF COMMUNICATION: The Director of Communication shall manage all advertisements, announcements and publicity with the local papers, television stations and community letters. Specific duties include:

- Coordinate the writing of the SYSA annual newsletter
- Develop and place advertisements for registration and upcoming events with board approval
- Author and distribute annual sponsorship letter to local businesses
- Coordinate team or league articles for local newspapers
- Works with President to serve as official spokesperson to news media, parents and players during times of concern or issue.

Section 5.3.7 MEMBER AT LARGE: Member at Large is an outgoing Executive Office who remains on the Board as an advisor

- Serves as an advisor to the board on issues of policy, procedure and disciplinary issues
- Duties and responsibilities to be established by Executive Board at time of appointment

Section 5.4 Other Board Appointments (all appointees must be at least 21 years of age unless approved by the Board)

Section 5.4.1 Uniform Coordinator(s): Uniform Coordinators shall order and replace recreational and travel uniforms as needed. Uniform coordinators will manage vendor relationships, oversee order process and ensure quality. The Board must approve any change in vendors. All expenditures must be pre-approved by the board.

Section 5.4.2. Equipment Coordinators: Equipment Coordinators are responsible for ordering balls, first aid supplies, pennies, cones, goals/nets, etc. in time to be distributed at the Coaches Meetings or when requested by the division's Vice President or President. The committee shall decide on storage, distribution and inventory of such items. All expenditures must be pre-approved by the board.

Section 5.4.3 Fund Raising Chairperson: Fund Raising Chairperson shall establish a committee and be responsible for the organization of fund raising activities to include special events, sponsors and other fund raising objectives, as decided on by the Board. Chairperson is responsible for maintaining accurate records of expenses, income and for ensuring all donation receipts are provided to supporters of SYSA.

Section 5.4.4 Scholarship Chairperson: Scholarship Chairperson shall establish a committee to collect and evaluate applications for the annual Salem High School scholarships

Section 5.4.5 Referee Scheduler: Referee Scheduler shall establish a schedule for all recreational games and all EDP and U10 travel games. Referee scheduler must ensure all games are properly staffed by referees and maintains an accurate listing of all referee contact information. Referee Scheduler is to be present on the recreational fields each game day to ensure coverage and manage issues. Referee Scheduler is responsible for submitting regular (weekly or bi-weekly as determined by the board) payment sheets to the Director of Referees and Treasurer.

Section 5.4.6 Webmaster: Webmaster is responsible for maintaining the SYSA website, ensuring all data and information is accurately posted.

Section 5.4.7. Awards Coordinator: Awards Coordinator is responsible for the selection, ordering and distribution (to team coaches) of the annual recreational awards/trophies. All expenditures must be pre-approved by the board.

Section 5.4.8 Field Designee: Field Designee is responsible for working with the league and Town to decide if fields are open or closed during inclement weather. Designee works together with the division Vice Presidents to finalize field availability each day when weather is an issue. Responsible for updating the league's 800# with field status information and logging into the website to close the fields, or by notifying the Webmaster when fields are closed. Serves as the point of contact for the Town should a team violate the closed field ruling.

Section 5.4.9 Fields Manager: Fields Manager shall plan and provide for the maintenance and repair of fields and equipment. Shall work in conjunction with the Equipment Coordinators to order equipment. Responsible for laying out the fields each season and ensuring fields are lined weekly. Maintains all paint and painting equipment for fields. Maintains all SYSA sheds and storage facilities.

ARTICLE 6 MANAGEMENT OF SYSA

Section 6.1 MEETINGS

Section 6.1.1 Official Meetings. SYSA Board meetings and general membership meetings shall be the only official meetings. Official meetings shall consist of a quorum to be official and binding. SYSA shall conduct binding business by holding, as a minimum, the following meetings:

- Monthly Board meetings
- Annual Membership Meeting
- Special Board Meetings

Section 6.1.2 Quorum. A minimum of **one** half (1/2) of the Board, to include at least three (3) Executive Board Officers, must be present for any Board/Membership Meetings to be official. No binding votes may be taken without a quorum present.

Section 6.1.3 Other Meetings. SYSA shall conduct, as necessary, various organizational meetings, committee meetings and planning sessions outside of the "Official Meetings" for the orderly transition of league business. No policy, procedures or expenditures can be approved in a committee meeting and must be brought to the Board for review. As a minimum, there shall be a Fall and a Spring Season Kick-off meeting to organize the coaches and schedule.

Section 6.2 ELECTIONS, APPOINTMENTS AND TENURE

Section 6.2.1 Elections. Elections shall be held during the Annual General Membership Meeting for the purpose of selecting the Board Officers. The secretary shall present in writing to the Board a list of nominees for Board Officers on the Board meeting prior to the scheduled general membership meeting. Nominees must be 21 years of age by the time they assume any elected Board position. Elections shall be by secret ballot. . Elections shall be determined by majority ballot of the SYSA executive and general membership in attendance. Proxies shall not be allowed.

Section 6.2.2 General Board Appointments The newly Elected Officers shall appoint the General positions to the Board prior to the start of their new term. Appointments shall be by simple majority vote of the election officers. The President shall vote only in case of a tie. The secretary shall record the results of each vote taken on the appointed position for the official files.

Section 6.3 TENURE:

Section 6.3.1 Elected Executive Officers. Each elected Executive Board Member shall hold office for a period of two years, effective July 1. Each elected Officer shall not hold the same position for more than two (2) consecutive terms, provided there is a challenger. If after two consecutive terms of holding the same office there is no nominee to run for that office, the incumbent may stay on for one more year or until a nominee can be found, whichever is earlier. Each officer shall be a member at large for 1 year following their term. The tenures shall be staggered as follows:

President and Treasurer - odd years.

` Vice-President, Recreational; Vice-President, Travel: and Secretary - even years.

Section 6.3.2 General Board Members: General Board Member appointments expire annually, effective July 1 with the exception of the Director of Coaching and Director of Player Development. These positions

carry a 2-year term to allow for continuity and development. There is no limit on the number of reappointments.

Section 6.3.3 Other Board Appointments. Other appointed board members terms expire annually, effective July 1. There is no limit on the number of reappointments.

Section 6.3.4 Removal of Executive Board, General Board Members or Appointed Member:

Removal of an Executive Board member requires 2/3 vote of all currently filled Executive Board and General Board positions. Removal of a general board member or appointed member requires majority vote of all currently filled Executive Board members. Any Executive Board or General Board member may request a vote by making the request to the Secretary or President of SYSA. Each board member has 48 hours to respond to this confidential vote.

Section 6.4 VACANCIES/DISMISSAL/RESIGNATION:

In the event that any member of the Board should miss three (3) consecutive scheduled meetings without due excuse, act in a manner counter to the SYSA Articles of Agreement or By-laws, or in the event of a Board Members written resignation, the Board must declare that position vacant and may initiate action to seek replacements. For an elected position, a special general membership meeting shall be called for the purpose of electing a replacement to fill the remainder of the vacant position's term. The elected officers shall appoint a replacement to fill any vacant appointed position. All resignations should be submitted to the Secretary and/or President of SYSA in writing.

ARTICLE 7 INDEMNIFICATIONS OF DIRECTORS, OFFICERS, EMPLOYEES AND AGENTS

Section 7.1 REIMBURSEMENTS

The SYSA shall indemnify, to the extent permitted by law, its Directors, Officers, employees and other agents. Such indemnification shall include payment by SYSA of expenses, including attorney's fees, incurred in defending a civil or criminal claim, action or proceeding, in advance of the final disposition of such action or proceeding upon receipt by the Corporation of an undertaking by the person indemnified to repay such payment if he/she shall be adjudicated to be not entitled to indemnification under this Section. Any such indemnification may be provided although the person to be indemnified is no longer a Director, Officer, employee or agent of SYSA. No indemnification shall be provided for any person with respect to any matter as to which he/she shall have been adjudicated in any proceeding not to have acted in good faith in the responsible belief that his/her action was in the best interests of SYSA.

Section 7.2 INSURANCE

SYSA shall have power to purchase and maintain insurance on behalf of any person who is or was a Director, Officer, employee or agent of SYSA, against liability incurred by this person in any such capacity, or arising out of his/her status as such, whether or not SYSA would have the power to indemnify him/her against such liability.

Section 7.3 RIGHTS

Any rights of indemnification there under shall not be exclusive, shall be in addition to any other right which a Director, Officer, employee or agent may have or obtain, and shall accrue to his/her estate.

ARTICLE 8 AMENDMENTS TO THE ARTICLES OF AGREEMENT.

Section 8.1 PROCEDURES

The Articles of Agreement may be altered, amended or repealed by a vote of two-thirds (2/3) majority of the General Membership present provided written notice of such proposed action has been given to the Board of Directors thirty (30) days in advance of the annual General Membership meeting, or a special General Membership meeting called by the Board.

Section 8.2 EFFECTIVE DATE

The Articles of Agreement and any amendments become effective after general membership approval and shall be applied immediately upon approval. The Board Officers' signatures and dates on the certification page of the Articles of Agreement shall constitute the official Articles of Agreement.

ARTICLE 9 FISCAL AND LEGAL ENUMERATION

Section 9.1 FISCAL YEAR

The Treasurer shall recommend and the Board shall approve the fiscal year used for accounting and tax reporting.

Section 9.2 SYSA ADDRESS

SYSA shall maintain a Salem Post Office Box as the principle and legal mailing address of SYSA. SYSA headquarters shall be at the residence of the President.

Section 9.3 EXPENDITURES

Any elected Executive Board Member shall have the authority to commit SYSA funds for official business not to exceed the maximum limit set by the Board. An interest-bearing checking account shall be established and a specified number of elected Treasurer, President and/or Secretary given the authority to enact checks on behalf of SYSA. Escrow accounts may be established for the purpose of holding funds for specific objectives.

Section 9.4 BONDING

Officers having charge or control of funds shall give bond as may be required by the Board for the safe custody of the funds of SYSA, the cost of the bond, if any, shall be borne by SYSA.

Section 9.5 DISSOLUTION

In the event that the SYSA dissolves, all funds left over after current debts are paid off, shall be equitably disbursed to a charitable organization decided by the Board. The Board of Directors shall decide the distribution of SYSA non-cash assets. The authority of the Board shall cease after all cash and non-cash assets have been disbursed.

ARTICLE 10 PARLIAMENTARY AUTHORITIES

The current edition of Robert's Rules of Order shall be the final source of authority in all questions of parliamentary procedure when such rules are not inconsistent with the Articles of Agreement or By-laws of SYSA.

ARTICLE 11 SYSA RULES AND PROCEDURES

Section 11.1 AVAILABILITY

By-laws shall be reviewed as necessary. Changes shall be approved by the Board and be made available to all coaches, referees and other appropriate members. A copy of the by-laws and Articles of Agreement shall be kept on the website for reference.

Section 11.2 ENFORCEMENT

The Board shall have the power to enforce the Articles of Agreement and by-laws and give charge to their representative for the purpose of carrying out such enforcement.

Section 11.3 APPEALS

Decisions made at the division level may be appealed to the Board by contacting one of the Officers in writing.

ARTICLE 12 DISCRIMINATION POLICIES

Salem Youth Soccer Association and its members are committed to a policy of equal opportunity for its players, coaches, and referees and prohibit discrimination or harassment on the basis of race, color, creed, religion, sex, age, sexual orientation, national origin or disability.

CERTIFICATION PAGE

All articles stay in effect unless changes are voted upon. **We certify** that, by 2/3rds vote of the General Membership present at the Annual General Membership Meeting, these Articles of Agreement and all amendments have been approved.

_____	_____
President	Date
_____	_____
Vice-President, Recreational	Date
_____	_____
Vice-President, Travel	Date
_____	_____
Treasurer	Date
_____	_____
Secretary	Date