Deltona Youth Soccer Club

Bylaws and Club Policies

Accepted March 6th, 2024 by the presiding Board:

- President - Adriana Gomez
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- Secretary - Eryn Streeter
- Treasurer - David Peralta

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ARTICLE I: Introduction

A. Purpose of the Bylaws

The bylaws of the Deltona Youth Soccer Club serve as the foundational document outlining the principles, rules, and regulations governing the operations and activities of our club. These bylaws are established to ensure transparency, fairness, and accountability in all our endeavors. They provide a clear framework for decision-making, promoting the growth of our players, fostering sportsmanship, and upholding the values of integrity within the club and the broader community.

B. Name and Purpose of Club

The Deltona Youth Soccer Club, herein referred to as "DYSC," proudly operates under its affiliation of the Florida Youth Soccer Association (FYSA), who themselves operate under the United States Soccer Federation (USSF), and in partnership with the City of Deltona. This affiliation ensures that our club adheres to the highest standards of youth soccer development, benefiting from the expertise and resources provided by FYSA. Additionally, our collaboration with the City of Deltona strengthens our commitment to creating a safe, accessible, and inclusive environment for youth soccer in our community.

C. Definitions and Interpretations

1. "DYSC": Refers to the Deltona Youth Soccer Club, the entity governed by these bylaws, established to promote youth soccer and community engagement.
2. "FYSA": Abbreviation for the Florida Youth Soccer Association, the official governing body for youth soccer in the state of Florida, with which the Club is affiliated.
3. "City": Refers to the municipal government of Deltona, Florida, with which DYSC collaborates to provide facilities, support, and resources for youth soccer programs.
4. "Member": Denotes any individual, player, coach, volunteer, or other stakeholder associated with DYSC, as defined within these bylaws.
5. "Board": Refers to the Executive Board of the Deltona Youth Soccer Club, the governing body responsible for decision-making and policy implementation.
6. In the event of any ambiguity or dispute, the Board shall have the authority to interpret these definitions and resolve matters in alignment with the best interests of the club.

ARTICLE II: Club Structure

A. Executive Board

The Board is a volunteer group composed of the following 6 officers:

1. President: provides strategic direction, oversees club activities, and ensures the club's mission and goals are met. Acts as the primary spokesperson for the club in external matters and official communications. Presides over meetings and guides the Board in decision-making processes. Ensures the club operates in accordance with its bylaws, policies, and applicable regulations.
2. Vice President of Community Engagement: develops and maintains relationships with local organizations, schools, and community leaders to promote the club's activities and events. Manages the club's public image, handles media relations, and promotes a positive public perception of the club. Organizes community events, fundraisers, and outreach programs to engage with the local population.
3. Vice President of Staff Relations: recruits, trains, and coordinates volunteers for various club events, programs, and initiatives. Promotes a positive working experience for volunteer and paid staff. Oversees the hiring process for paid staff positions. Maintains records of staff hours, roles, and contributions for organizational purposes.
4. Vice President of Player Development: collaborates with the Director of Soccer to develop and oversee all sporting programs within the club. Create pathways for player progression at all ages and skill levels. Facilitate projects proposed by DoS that grow the club’s recreational and competitive program offerings. Tracks club equipment and field usage, communicating with DYSC and external contacts to ensure alignment with sporting goals.
5. Secretary: records minutes of all Board meetings, maintains meeting archives, and distributes minutes to Board members. Handles club communications, including official correspondence, emails, and notifications to members. Maintains an organized repository of club documents, bylaws, and historical records.

6. Treasurer: maintains accurate financial records, including budgets, income statements, and expense reports. Manages club finances, including payments, receipts, and banking activities. Provides regular financial updates to the Board, detailing the club's financial status and any significant developments.

B. Coaching Staff

DYSC's paid coaching staff will be comprised of the following roles:

1. Director of Soccer (DoS): collaborates closely with the coaches to design comprehensive soccer initiatives and provide logistic support for their teams/academies. Sets the club's coaching philosophy and develops high-quality training curricula at all levels of play. Supports coaching development via educational and licensing initiatives.
2. Sr. Academy Director: oversees the recreational program for ages 7-11 and their corresponding coaching staff. Implements the training framework from the DoS, adapting it to the needs of all academy players. Prepares players for 7v7 competitive play upon graduation from the academy.
3. Jr. Academy Director: oversees the recreational program for ages 4-6 and their corresponding coaching staff. Implements the training framework from the DoS, adapting it to the needs of all academy players. Prepares players for 4v4 competitive play upon graduation from the academy.
4. Competitive Coaches: manages a team within the competitive department, developing all squad players at a high level. Responsible for designing training and game scheduling during the season. Collaborates with the DoS and a volunteer team manager to facilitate a positive competitive environment aligned with organizational policies.
5. Recreational Coaches: directs training for academy players under the supervision of academy directors on a volunteer basis. Responsible for training session preparation and implementing session agendas. Upholds organizational standards to facilitate academy player progression.

C. Administrative Staff

The administrative work of the club will be carried out by paid staff in the following roles:

1. Operations Manager: oversees task completion and updates administrative processes for efficiency. Manages inventories of equipment, uniforms, and concessions, while designing and supporting club programs and events. Collaborates with registrars and coaches to compile a comprehensive schedule of club activities and other essential information. Supervises staff and volunteers to enhance the overall club experience. Serves as a resource for club members, staff, and league/city officials.
2. Competitive Registrar/Scheduler: manages administrative tasks associated with player registrations. Collaborates with coaches, parents, and league/club staff, ensuring accurate registrations and proper team placements. Ensures compliance with league/club regulations. Responsible for liaising with league officials, other teams, and referees to schedule competitive matches. Must be on call 2 hours before and after matches to facilitate emerging changes to the schedule. Collaborates with operations manager to ensure proper scheduling of the match calendar for all competitive programs.
3. Academy Registrar: manages administrative tasks associated with player registrations. Collaborates with coaches, parents, and league/club staff, ensuring accurate registrations and proper team placements. Ensures compliance with league/club regulations.
4. Media Manager: enhances the club's online presence by creating engaging content for social media and the website, showcasing events, achievements, and community initiatives. Collaborates closely with coaches, players, and other volunteers to generate media content. Manages the storage of all media for archival and publishing purposes.
5. Field Manager: responsible for setting the fields for all DYSC events. Ensures proper storage of club equipment when not in use. Keeps inventory of club equipment and alerts club leadership of any concerns.

D. Volunteer Committees

DYSC's committees will be open to members of the community and families in good standing:

1. Merchandise Committee: oversees the creation, sourcing, and distribution of club merchandise and concessions. Collaborates with vendors, managing the design and production of jerseys, uniforms, and fan gear. Staffing the concession stand and other posts where goods are sold during DYSC activities. Handles inventory management and works closely with other club members to promote new sales, raffles, and other fundraising initiatives.
2. Media Committee: creates engaging content for social media, the website, and other digital platforms. Capture key moments, showcase player achievements, and promote club events, fostering a strong online community supported with physical displays. Manages media in accordance with organizational policies regarding privacy and child safety. Submits all materials to the media manager for storage.
3. Event Committee: organizes engaging and successful club events including tournaments, fundraisers, and community outreach initiatives. Handles event logistics from venue arrangements and scheduling to participant registrations and on-site management. Enhances the club's community engagement, contributing significantly to fostering a positive club atmosphere and supporting club initiatives.

ARTICLE III: Elections and Hiring

A. Election Protocol for DYSC Executive Board

The DYSC Executive Board will be elected by the club membership in accordance with the following rules:

1. Elections will occur every year during the annual general meeting (AGM) scheduled at the end of the spring season prior to July 1st for the following positions depending on the year:
    a. Odd years: President, VP of Staff Relations, Secretary
    b. Even years: VP of Community Engagement, VP of Player Development, Treasurer
2. This guideline can change via the resignation or expulsion of a Board member. While the Board may appoint a person of their choosing to fill the vacancy, that position must be open for voting at the following AGM. The appointed replacement may submit their candidacy to retain their position in accordance with this article. The Board may not appoint a person to a vacancy less than 60 days before an AGM.
3. Up to 120 days before the AGM but no less than 60 days prior, the club must post vacant Board positions and solicit candidates. Candidates must be staff members or immediate family of a DYSC player in good standing. They will submit a professional resume and a letter of intent explaining their interest in the club and proposals to continue its development.
    a. The presiding Board will review only the first 10 applicants for each position. An applicant submitting materials for multiple positions will count as a single applicant for the position listed first on their application and will not count toward the limit for any other position.
    b. The Board will meet to discuss the candidates and then select 5 candidates per seat to move onto the general meeting ballot. The minutes of this meeting will be posted online along with the materials of the prevailing candidates.
    c. Should a candidate feel aggrieved by this process, they may file a formal written grievance that must be posted along with the minutes of the aforementioned meeting. The Board must then draft a response detailing why that candidate was removed from consideration; that response will be attached to the grievance.

4. Up to 60 days before the AGM but no less than 30 days prior, the club must post candidate materials online and inform club membership of the meeting details via email, social media, and the club website.
5. During this time, the club must also inform the club membership of their right to vote. The voting club member must either be present at the AGM to exercise their vote or name a proxy of their choice in an email to the President. That proxy must similarly be present at the meeting to vote on the original member's behalf.
6. The election will be held during the AGM as defined below for the positions defined in Article III.A.1.
    a. Each open position allows up to 5 candidates, each given a maximum of 3 minutes to present their candidacy. Once all candidates for a position have spoken, the club membership proceeds to vote. The top 2 candidates from this initial vote will undergo a second round of voting and the winner is determined by simple majority. All members eligible for voting under Article V may vote, including the incumbent of the position being filled. In the event of a tie, the president will decide the tiebreaker. If the president is the incumbent in a vote that results in a tie, then a majority of the rest of the Board will select the president.
    b. The new board will assume their positions at the conclusion of the AGM.
    c. This process will be applied in the following order:
        1. Treasurer
        2. Secretary
        3. VP of Player Development
        4. VP of Staff Relations
        5. VP of Community Engagement
        6. President
7. Failure of the presiding Board to execute an election process in keeping with the minimum standards listed above will immediately remove them from their positions. It is then the club membership's responsibility to ensure a transfer of the organization materials from the previous Board and hold an election.

B. Voting Procedures

1. For elections in general meetings, the process will follow the above article. Members are eligible to vote under the requirements listed in Article V.B.
2. For amendments to the bylaws during general meetings:
    a. A member of the Board will present the amendment in question and the rationale for its ratification.
    b. A discussion period will follow where any participant in the meeting can speak on the motion for up to 5 minutes. This period must be managed by the Board to stay within the 90-150 minute guidelines for general meetings.
    c. The Board will call for eligible members to cast their vote. An amendment must garner at least 60% of the vote to be ratified.
3. For motions during staff/board meetings:
    a. A member of the Board will call a motion to vote.
    b. A discussion period will follow where any participant in the meeting can speak on the motion for up to 5 minutes.
    c. Board members will vote on the motion. In the event of a tie, the president will make the final determination.

C. Quorum Requirements

1. For general meetings, there is no requirement for quorum. However, the procedures under Article IV.A must be observed; it is the responsibility of the club membership to attend the meeting.
2. For staff/board meetings, quorum is defined as attendance by two-thirds of the Board where one of the attending members is the president. If the president is not able to attend, the meeting may take place only if a majority of attending members vote to proceed.

D. Hiring Protocol

DYSC is committed to an open recruitment process for paid positions to maximize the talent pool available to the club. The following protocol will be the responsibility of the VP of Staff Relations:

1. Open positions must be posted publicly via all media channels and can be supported with physical signage at Dewey O. Boster fields for a period of no less than 15 calendar days. This notice will solicit resumes as well as a brief statement of intent summarizing the candidate's motivation behind their submittal. It will also contain a summary of the role and expected salary range.
2. The VP of Staff Relations will compile all materials and, if necessary, screen the applicants to create a shortlist of no more than 5 candidates to present to the Board for review. If there are 5 or fewer applicants, all applicants will move to the next step.
3. The Board will meet to create a communication plan that provides a 15-minute interview to the screened candidates. This can be achieved via a single meeting where each applicant can appear before the board, individual phone calls to each candidate from an assigned Board member, or any other method that allows the Board to interview all candidates in a feasible and timely manner. The Board shall do its best to accommodate candidates' pre-existing commitments and conduct all interviews within a period of 15 calendar days.
4. The Board will meet again to discuss each candidate and select which will receive an offer from the club. This offer will contain the scope of work, estimated hours per week, and the expected stipend presented as a percentage of applicable registration income prorated for the remainder for the season in which the candidate will assume the role. That candidate will have one week to accept or decline the role before the Board extends an offer to the next best candidate.
5. To accept the role, the candidate will sign and return the offer along with their W9 so that the club may properly report income to the IRS. The offer will be binding for the duration of the season, but may be extended on a seasonal basis if the Board is satisfied with the work performed and the candidate wants to continue working with the club.

ARTICLE IV: Meetings

A. General Meetings

1. General meetings shall occur once annually prior to July 1st and shall be open to the club membership, affiliated families, and general public. It is the responsibility of the presiding Board to ensure this meeting proceeds under the following stipulations:
    a. The meeting date and time must be communicated via all channels at least 30 days prior. Should there be an emergent need to change the date and time, it must be communicated 15 days in advance. The date and time of the meeting must be such that it allows for a majority of the public to be present – generally weeknights or weekends.
    b. To promote visibility, it should take place in a venue that can accommodate at least 30% of the total club registration. The meeting minutes and/or recording must be posted on the club's website and linked on all communication channels.
    c. An agenda must be made available online and communicated to the club membership at least 15 days prior to the meeting. The Board must strive to ensure the meeting lasts between 90-150 minutes and has the responsibility of allotting time to each item on the agenda. This timing does not need to be present in the agenda that is made public prior to the meeting, but it must be noted on the agenda disseminated at the meeting so the public is aware of the time constraints. If the Board intends to hold a vote on ratification of an amendment to the bylaws, the proposed amendment must be on the agenda disseminated to the membership to be eligible for consideration during the meeting.

d. While public commentary on the material brought forth in the meeting is a desired outcome, it must be in a fashion that allows for orderly discussion of the topics at hand by as many members of the public as possible. The Board will act as a moderator for the meeting and is responsible for the judicious use of this power in a way that does not diminish public faith in the proceedings. The Board retains the right to:
    i. Set time limits for each public speaker.
    ii. Cut short time limits for speakers that use offensive language, harass other attendees, or in any way negatively impact the effectiveness and efficiency of the proceedings.
    iii. Ask an attendee to leave after repeated disruptions, off-topic commentary, or use of offensive language.
    iv. In extreme cases, abort the meeting. The Board must then post a full report on the aborted agenda, their rationale for the abortion, and provide the club membership an asynchronous method by which to submit their input.

2. The meeting agenda will contain the following items:
    a. President's Report: an overview of the club's achievements, challenges, and strategic direction over the past year. The President discusses the club's overall goals, initiatives, and highlights key accomplishments.
    b. Financial Report: a detailed financial overview, including the club's revenue, expenses, budget allocations, fundraising activities, and financial health. This report provides transparency regarding how club funds are managed.
    c. Membership and Participation Report: information on the club's membership growth, player participation rates, demographics of members, and any notable trends or changes in membership numbers.
    d. Youth Development Report: updates on youth development programs, coaching initiatives, player progress, and achievements within different age groups. This report showcases the club's commitment to player development.
    e. Competitive Teams Report: performance summaries of competitive teams, including tournament results, league standings, and individual achievements of players and teams.

f. Community Engagement Report: details about the club's involvement in community events, outreach programs, and collaborations with local organizations. This report highlights the club's efforts to make a positive impact beyond the soccer field.
g. Facilities and Equipment Report: information on the club's facilities, field maintenance, and any upgrades or improvements made. Additionally, details about the status of club equipment and plans for future acquisitions or replacements.
h. Coaching and Volunteer Report: updates on coaching staff, training programs, and any coaching certifications obtained. Recognition of volunteers and their contributions to the club's success.
i. Upcoming Plans and Initiatives: a preview of the club's future plans, new initiatives, and goals for the upcoming year. This section provides insight into the club's vision and what attendees can expect in the future.
j. Q&A Session: a designated period for attendees to ask questions, seek clarifications, and provide feedback on the reports presented. This interactive session encourages open communication between the club's leadership and its members. Should there be any proposed amendments to the bylaws originating from the club membership, these proposals will be voted on during this session.
k. Board Elections: process by which the open seats on the Board are filled detailed in Article III.A.6.a.

B. Staff Meetings

The Board shall convene staff meetings to take place at least once every 6 weeks. These meetings are dedicated to addressing both emergent and planned matters pertinent to the club's operations, initiatives, and strategic planning.

Attendance at these meetings is open to all club staff members and volunteers. To ensure transparency and inclusivity, the details of these meetings, including date, time, and agenda, must be posted on an internal forum accessible to all working members of the club. This forum serves as a platform where staff and volunteers can stay informed about the proceedings and contribute where applicable.

The purpose of these meetings is to facilitate collaborative decision-making, foster open communication, and enable active participation from the club's dedicated members. They provide an opportunity for all involved parties to engage, share insights, and contribute to the club's overall mission and objectives.

C. Board Meetings

The Board has the discretion to call closed Board meetings to handle sensitive or confidential matters. These meetings will not be publicized, and their minutes will be kept internal. Below are examples of topics that necessitate this type of environment:

1. Personnel Matters: discussions about hiring, evaluating, or dismissing key staff.
2. Legal Issues: deliberations on pending litigations, contracts, or sensitive negotiations.
3. Financial Discussions: detailed financial reports, budget alterations, or investment strategies.
4. Strategic Planning: discussions regarding long-term directions or major shifts in the club's vision and mission.
5. Confidential Information: any data that must remain private, especially when concerning individual players/families.
6. Crisis Management: addressing critical incidents or developing crisis management strategies that require immediate and confidential decision-making.

ARTICLE V: Membership

A. Definition

All Board members, staff, volunteers, players, and immediate family of players are considered members of DYSC.

B. Voting Rights

For the purposes of the general meeting election, the club membership will be assigned voting rights as enumerated below:

1. All DYSC families in good standing will be assigned one vote regardless of the number of DYSC players in that family or club positions held by family members. “Good standing” is defined as being current on all financial obligations and not under suspension or expulsion pursuant to Article V.D.
2. Club members interested in voting must appear in person at the AGM. Members may also name a proxy (a player or friend of the family) to attend the meeting on their behalf. That proxy must be named in writing to the President before the start of the AGM.
3. Members must be present at the AGM to exercise their vote.

C. Privileges

In addition to the voting rights listed above, all members of the club are afforded the following privileges:

1. Access to club information and staff meeting minutes via the club's online materials or written request.
2. Participation in any activities a player is registered for and attendance at any club event for the purposes of observing or providing support.
3. Safeguarding of their children in accordance with club policy where the physical and emotional safety of all players is of paramount importance.
4. Filing grievances with the club according to the protocol listed in Article VII.B.
5. Appearance at a staff meeting via written request to the Board. This is subject to the urgency of the club's immediate agenda, but every effort should be made by the Board to honor this request.
6. Call for an appearance at a Board meeting via written request to the Board. The Board is expected to respond to this request within 15 days and attempt to resolve the concern.

D. Disciplinary Action

Every club member is expected to follow the club policies in Article VII.A. Although most cases will warrant a sequential progression through the schedule below, the club reserves the right to escalate directly to any step on the schedule. Failure to uphold the standards of club membership may result in in the following:

1. Reprimand: a player or family is formally warned of conduct negatively impacting the club. This reprimand will be delivered either via physical copy or email and be documented by the club in the event of further escalation. It provides notice and details of the transgression as well as any steps to avoid further escalation.

2. Suspension: a player or family is removed from club activities for a period of up to 30 days to be decided by the Board. During this time, the suspended party may not participate in any club activities regardless of the programs they are enrolled in. That party must meet with the DoS at the end of their suspension to establish the terms of their return and create an action plan. This plan shall include, but not be limited to:
    i. A reflection on the circumstances that led to the suspension.
    ii. Acknowledgment of any specific behaviors or actions that must change or improve.
    iii. Commitment to adhere to the club's code of conduct and guidelines.
    iv. Agreement to participate in any required counseling, mediation, or corrective measures as determined by the Board.
    v. Clear demonstration of steps taken towards personal growth, learning, or rehabilitation during the period of suspension.
    vi. Any additional terms or conditions deemed necessary by the Board for reintegration into club activities.
    vii. Once the suspended party has met these outlined conditions, a meeting with the DoS shall be scheduled to review the written plan and determine the feasibility and readiness for reintegration into the club.
3. Expulsion: a player or family is removed from club activities for the remainder of the season or year (fall and spring seasons). In addition to being barred from participation in club activities during the length of the expulsion, the expelled party must meet with the Board prior to re-integration to establish an action plan outlining the conditions for their return. The Board reserves the right to refuse the re-integration of a previously expelled member. This plan shall include, but not be limited to:
    i. A reflection on the circumstances that led to the expulsion.
    ii. Acknowledgment of any specific behaviors or actions that must change or improve.
    iii. Commitment to adhere to the club's code of conduct and guidelines.
    iv. Agreement to participate in any required counseling, mediation, or corrective measures as determined by the Board.
    v. Clear demonstration of steps taken towards personal growth, learning, or rehabilitation during the period of expulsion.
    vi. Any additional terms or conditions deemed necessary by the Board for reintegration into club activities.

vii. Once the expelled party has met these outlined conditions, a meeting with the Board shall be scheduled to review the written plan and determine the feasibility and readiness for reintegration into the club. The final decision for re-admittance shall be at the discretion of the Board, considering the commitment and fulfillment of the outlined conditions for return.

ARTICLE VI: Finances

A. General Guidelines

To achieve DYSC's stated mission of providing recreational and competitive soccer to our community at an affordable cost, the club works under a sustainable budget that prioritizes accessibility for our families:

1. Income from recreational/competitive program registration will be divided into…
    a. 45% for staff wages,
    b. 40% for program expenses,
    c. 10% for operating costs, and…
    d. 5% for emergency reserves.
2. All other income will be allocated to:
    a. Creating low/no cost programs open to the general public
    b. Merit and need based scholarships for players
    c. Any other initiatives not covered above that can be deemed positive to the club membership.
3. This will be supported by fundraising efforts such as the following:
    a. Administrative fees
    b. Business sponsorships/collaborations
    c. Concessions/merchandise sales
    d. Community events
    e. Grants/donations
    f. Raffles/auctions

B. Reporting

Records of the club's financial activities will be kept by the treasurer and turned over to a third-party accountant for tax filing. The treasurer will also be responsible for providing an overview of the club's finances and its adherence to the budget described above in Article IV.A.2.d during the annual general meeting.

C. Dissolution

In the event that DYSC should be dissolved, all assets real and personal shall be distributed only to organizations whose purpose and goals are like that of the club and who qualify as tax exempt under Section 501(c)(3) of the Internal Revenue Code, or under corresponding provisions of future United States Internal Revenue Laws. The Board shall decide the recipient(s) of such assets by majority vote.

ARTICLE VII: Club Policies

A. Code of Conduct

It is DYSC's mission to promote the advancement of youth soccer in our area, to encourage the development of our players, promote programs that boost accessibility to sport in our community, and support the development of our coaches and staff. The aim of player participation is to develop self-esteem and confidence through footballing development while promoting a sense of fair play and good sportsmanship. To achieve these goals, DYSC adopts the following code of conduct for players and families. Note that participation in any DYSC activities is an implicit acceptance of this code and any subsequent disciplinary action levied by the club.

1. Players
    a. Treat all players, coaches, referees, families, and spectators with respect and dignity.
    b. Exemplify good sportsmanship, encouraging it from fellow players, coaches, and families.
    c. Not engage in any bullying or hazing behavior and report any instances to the club.
    d. Never ridicule a teammate for mistakes in training or games, but support that player and their improvement.
    e. Attend practices on time fully equipped and stay for their entirety unless previously cleared with the supervising coach.
    f. Always strive to perform to their fullest potential in training and games.

g. Watch the game and support their teammates when sitting on the bench during matches.
h. Use team chats (official and unofficial) in a positive manner, respecting general standards of decency.
i. Never use social media or messaging apps for the purpose of damaging the reputation of a teammate or anyone connected with the club.
j. Never report for training or games under the influence of alcohol or drugs.
k. Report any concerns with a club member to the supervising coach with the intent to resolve the matter positively.

2. Families
    a. Treat all players, coaches, referees, families, and spectators with respect and dignity.
    b. Exemplify good sportsmanship, encouraging it from fellow players, coaches, and families, regardless of the standards of any other spectators.
    c. Never speak to the referees or make comments disparaging their performance during the game.
    d. Only speak to opposing players, coaches, and families in a positive manner.
    e. Never coach from the sideline of a game.
    f. Arrive at training and games on time and communicate any difficulties to the supervising coach with enough time for them to adjust.
    g. Support the coaching staff assigned to your team and speak to them about any concerns privately.
    h. Understand and support the emphasis on group effort and development above merely winning.
    i. Whenever possible, attend training and games to provide support for your child and their teammates.
    j. Use team chats (official and unofficial) in a positive manner, respecting general standards of decency.
    k. Never use social media or messaging apps for the purpose of damaging the reputation of the club or associated individual.
    l. Never attend training or games under the influence of alcohol or drugs.
    m. Report any concerns with a club member to the supervising coach with the intent to resolve the matter positively.

B. Grievances Protocol

DYSC recognizes the diversity of its membership and the potential difficulties of resolving concerns in a youth sporting environment. To promote transparency, accountability, and responsiveness, the club adopts the following protocol to clearly state its approach to the concerns of the families it serves and provide a method by which they can present and escalate an issue.

1. Informal Meeting with the Supervising Coach

   Appropriate for any concerns regarding individual players. A member may request an informal meeting with the player's supervising coach and the relevant parties to take place before/after activities or via phone call to present a concern. All parties will come to a resolution including disciplinary action where deemed necessary that will be documented by the supervising coach and forwarded to the DoS.

2. Formal Meeting with the DoS (Director of Soccer)

   Appropriate for any concerns escalated from the informal meeting or related to the coaching staff assigned to the member's program. If the resolution from the prior meeting has failed to address the initial concern, the aggrieved member may contact the DoS and request a formal meeting. The DoS will take care to schedule this meeting within 10 calendar days wherever possible and meet at Dewey O. Boster Park or via Zoom/phone call. The DoS will collect input from any relevant parties and the supervising coach prior to this meeting. Schedules permitting, all parties will meet to discuss the concern and come to a resolution including disciplinary action where deemed necessary. Minutes of this meeting and its accompanying resolution will be documented by the DoS and forwarded to all relevant parties, the supervising coach, and the Board.

3. Formal Meeting with the Executive Board

   Appropriate for any concerns escalated from the formal meeting with the DoS. If the resolution from the prior meeting has failed to address the initial concern, the aggrieved member may contact the president and request a formal meeting. The president will take care to schedule this meeting within 15 days wherever possible and meet at Dewey O. Boster Park or via Zoom/phone call. The Board will collect input from any relevant parties, coaches, and DoS prior to this meeting. Schedules permitting, all parties will meet to discuss the concern and come to a resolution. Minutes of this meeting and its accompanying resolution will be documented by the Board and forwarded to all relevant parties, the supervising coach, and DoS.

Article VIII: Amendments

A. Changes and Future Amendments

On March 6th, 2024,, the Board voted unanimously to ratify this new set of bylaws based on the prior document and will be presented for ratification by the club membership at the following AGM. This was done to better define roles, membership, elections, hiring, meeting structure, finances, and club policies with the aim of improving transparency and effectiveness to the community we serve. To remain responsive to our families, the following protocol for amending these bylaws is placed into effect:

1. A proposed amendment is conceived to either add to, subtract from, or modify the existing bylaws. This proposal must have a defined positive effect on the club as an organization and body of membership.
2. A proposed amendment may be brought to the presiding Board up to 30 days before an AGM. This proposal may be brought by any 3 Board members or individual club members amassing at least 25 member signatures in support of the proposal.
3. The proposed amendment will appear on the AGM agenda disseminated at least 15 days prior to the meeting for public perusal.
4. The proposed amendment will be voted on by the club membership in attendance during the Q&A Session of the AGM in accordance with Article III.B.2.

5. The ratified amendment will be noted in the revision history and inserted into the appropriate article.

B. Revision History

Date Adopted	Amendment/Change
03/06/2024	Acceptance of these bylaws by the Board to present for a vote at the next AGM.