

***BYLAWS OF SOCCER CLUB OF OAK RIDGE, INC. (SCOR)***

*A Tennessee Non-Profit Educational Organization*

Established 1985

Incorporated July 27, 2011

**Mailing Address**

SCOR, Inc.

P.O. Box 5016

Oak Ridge, TN 37831

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### **Article 1: Name**

This Association shall be known as the Soccer Club of Oak Ridge and/or SCOR, Inc., also doing business as “SC Oak Ridge”. SCOR is a non-profit educational organization established in 1985 but incorporated under the laws of the State of Tennessee on July 27, 2011.

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### **Article 2: Purpose**

The purpose of SCOR shall be to educate, develop, promote, and administer the sport of soccer among youth players.

**2.1** Teams shall be registered through SCOR with the Tennessee State Soccer Association (TSSA), with an unlimited number of youth teams in each age group playing Division 1, 2, or 3 soccer, along with Division 4 rec. SCOR will strive to accommodate qualified players in the City of Oak Ridge and surrounding communities and will work toward improving soccer playing and practice facilities in Oak Ridge.

**2.2** SCOR will promote nurturing, team-oriented learning experiences that encourage and teach safe, fair play, and sportsmanship to all players, emphasizing that each practice and game contributes to the betterment of each player.

**2.3** SCOR will collaborate with the City of Oak Ridge and AYSO 390, to develop, improve, and maintain soccer facilities that primarily serve SCOR participants. Such collaboration does not imply hosting external organizations’ independent programs within SCOR-managed facilities when capacity or mission constraints prevent it.

**2.4** SCOR will provide shared practice equipment (e.g., goals, nets, corner flags) for SCOR teams on a day-to-day and/or season-to-season basis.

**2.5** SCOR will assist teams in securing quality coaches, sponsoring educational activities for coaches, and encouraging coaches to achieve appropriate licenses. The Director of Coaching (DOC) will assist with coach selection for each team. If a DOC is not in place, the Club President will assume these responsibilities.

**2.6** SCOR will sponsor summer soccer camps designed to help players, coaches, and referees improve their skills, knowledge, and overall fitness.

**2.7** SCOR will strive to sponsor a United States Soccer Federation (USSF) referee education program, at least once per year, to provide qualified referees for games and tournaments SCOR may sponsor.

**2.8** On behalf of registered players and teams, SCOR will coordinate with the City of Oak Ridge and, as appropriate, other organizations to secure playing and practice facilities consistent with SCOR’s mission and capacity. SCOR is committed to prioritizing its members first.

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### **Article 3: Affiliation**

**3.1** SCOR shall be a member of, and shall comply with, the authority of the *Tennessee State Soccer Association (TSSA)*. Through TSSA affiliation, SCOR is also affiliated with and shall comply with the authority of the *United States Soccer Federation (USSF)*, including its Youth Division (*US Youth Soccer*) and *Amateur Division (USASA)*.

**3.2** The Laws of the Game as identified by FIFA, and as modified for youth play by U.S. Soccer, US Youth Soccer, and US Club Soccer, apply to youth soccer games sanctioned by TSSA.

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### **Article 4: Definitions**

**SCOR:** Soccer Club of Oak Ridge

**TSSA:** Tennessee State Soccer Association

**USYS:** United States Youth Soccer

**TSL:** Tennessee State League

**ODP:** Olympic Development Program

**State Association:** Administrative body within a territory determined by the national governing body to carry out U.S. Soccer programs for youth players.

**Team:** A group of soccer players playing on the same side of a game, uniformed in a club-approved uniform and wearing it as designed.

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### ***Article 5: Governance***

**5.1** SCOR shall be governed by its Constitution, Bylaws, policies, and procedures, as modified and amended by its members at an Annual General Meeting (AGM), or as otherwise superseded by the governing authority of TSSA, USSF, and their respective divisions with whom SCOR is affiliated.

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### ***Article 6: Membership***

**6.1 Eligibility.** A member is any person in good standing with SCOR who is 18 years or older and has paid the annual TSSA fees and SCOR dues for their players' registration. A youth member is any person in good standing with SCOR who is under 18 years of age and is registered with a SCOR team. Coaches and team managers of SCOR teams are members of SCOR. To include, but not limited to, all vetted club volunteers.

**6.2** It shall be the duty of all members to attend all membership meetings, to be available for committee service, and to make suggestions to the Officers concerning improvement of SCOR's activities and operations and the promotion of the general welfare of teams registered with SCOR.

**6.3 Non-Discrimination.** SCOR does not discriminate based on race, color, national origin, or ethnic origin in the administration of its policies and programs.

#### **6.4 Conduct and Compliance.**

- **A.** Falsification of records (e.g., birth certificates, identity documents) is grounds for removal from future participation and/or membership in SCOR.
- **B.** A plea of ignorance of the bylaws, policies, and procedures of SCOR is not a defense; violators may expect appropriate action by the Executive Board.
- **C.** Any person alleged to have violated the bylaws, policies, or procedures of SCOR, TSSA, USYS, or U.S. Soccer will have the opportunity to appear before the Executive Board to explain their actions.

**6.5 Term.** The term of membership is one year or the duration of association within SCOR, including the term of election/appointment to any office referenced in these bylaws.

#### **6.6 Fees.**

- **A.** Each player member shall pay annual club dues in an amount recommended by the Executive Board.
  - **B.** SCOR shall establish an online payment plan and deadlines for payment of fees, including team fees.
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### ***Article 7: Member Resignation and Release***

**7.1 Resignation.** Any member may resign from SCOR by submitting a written resignation to SCOR. Any resignation shall become effective only after the individual has fulfilled all obligations and requirements outlined in Policy 26, as established by TSSA and adhered to by SCOR as a member organization of TSSA. Resignation does not relieve the member of any obligation to pay club and team fees that are unpaid before the effective date of resignation. To include, but not limited to, future fees of the contract.

**7.2 Player Release.** It is the responsibility of the resigning party to obtain and complete the player release through TSSA.

7.3 Financial Obligations. Any obligation to pay amounts owed or that will be owed under SCOR membership agreements shall not be relieved, reduced, or waived as a result of withdrawal or termination of participation, and no member shall be entitled to a refund of amounts paid, regardless of the reason for withdrawal.

7.4 Donations. Any monies donated through sponsorships or fundraising by the resigning member are not refundable.

7.5 Reinstatement. A suspended member may submit a written request for reinstatement. The Executive Board may reinstate membership on reasonable terms deemed appropriate, and, when applicable, with guidance from TSSA.

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## ***Article 8: Suspensions, Fines, and Terminations***

8.1 Delinquent Accounts.

- A. Any player who fails to pay fees owed to SCOR or their team will receive a written notice of delinquency via email. If payment is not received within 10 days of the notice date, the member will be suspended from all activities until the balance is paid in full.
- B. Any fine imposed upon, or debt owed by, any member shall be binding on every team thereof.

8.2 Adverse Conduct. The Executive Board may suspend, fine, or terminate the membership of any member if the Board determines that:

- A. The member's conduct is adverse to the best interests of soccer, SCOR, or SCOR's purpose; or
- B. The member has not complied with membership requirements. The Executive Board may act after reasonable notice of hearing time/place and an opportunity to present evidence. If a member's conduct directly and negatively impacts other SCOR members, coaches, or teams, the Executive Board may unanimously vote to remove the member without a hearing if removal is deemed in the best interests of SCOR members, coaches, or teams.

8.3 Recognition. All members must recognize suspensions or other disciplinary actions imposed by SCOR in accordance with these bylaws. SCOR must recognize suspensions and rulings of all organizations under the jurisdiction of US Youth Soccer (USYS), United States Soccer Federation (USSF), and Tennessee State Soccer (TSSA).

8.4 Penalties. The Board shall establish fines and penalties, as necessary, to enforce SCOR's rules, regulations, and bylaws.

8.5 Unaddressed Situations. If occasions arise that are not fully covered by these bylaws, the Board shall have authority to decide on appropriate action, including (but not limited to) fines, suspensions, or termination.

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## ***Article 9: Grievances, Appeals, Misconduct, and Hearings***

9.1 General Requirements. Any SCOR committee or authority hearing/deciding grievances, disputes, or appeals:

- A. Shall be composed of individuals without conflicts of interest in the matter.
- B. Shall not include any person who has adjudicated the matter at another level.
- C. Shall be composed of (two Board members, two non-Board members, and the President).

9.2 Grievances. A grievance is a complaint about a coach, player, or SCOR policy.

9.3 Appeals. An appeal is a request to reverse an adverse decision from an administrative action, disciplinary hearing, or the result of a grievance or investigation. Only parties to the original action who are adversely impacted may appeal. Appeals do not stay against previous rulings; prior decisions remain in force pending the appeal's result.

9.4 Allegations of Misconduct. An allegation of misconduct is a claim by a SCOR member that another SCOR member has engaged in wrongdoing, improper conduct, or illegal activity.

9.5 Disciplinary Hearings. Disciplinary committee hearings result from allegations of misconduct by a coach, player, parent, or member of SCOR when such misconduct violates a published rule, regulation, or procedure. Hearings are

conducted by the disciplinary committee within the jurisdiction of the convening authority, and decisions/sanctions shall address only the specific issues and allegations contained in the filed complaint.

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***Article 10: Legal and Tax-Exempt Status***

**10.1** SCOR is organized exclusively for educational purposes within the meaning of Section 501(c)(3) of the United States Internal Revenue Code of 1954 (or corresponding provisions of any future Internal Revenue Code).

**10.2** SCOR shall not carry on any activities not permitted for an organization exempt from Federal income tax under Section 501(c)(3) of the United States Internal Revenue Code of 1954 (or corresponding provisions of any future Internal Revenue Code).

**10.3** In the event of dissolution, residual assets shall be turned over for exclusive public purposes to one or more organizations that are themselves exempt under Sections 501(c)(3) and 107(c)(2) of the Internal Revenue Code of 1954 (or corresponding sections of the Internal Revenue Code as amended).

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### ***Bylaw 1: Governing Authority***

**1.1** The governing authority of SCOR is vested in the Executive Board of SCOR, whose powers are delegated in these bylaws.

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### ***Bylaw 2: Officers (Executive Board)***

**2.1 Composition.** The Executive Board shall be elected and consist of the President, Vice President, Secretary, Registrar, and Field & Equipment Coordinator.

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### ***Bylaw 3: Duties of Officers (Executive Board)***

#### **3.1 President**

1. Preside at all meetings of the Membership, Executive Committee, and Board of Directors.
2. Subject to approval of the Executive Committee, provide general direction of SCOR's business.
3. Establish and appoint ad hoc committees as necessary.
4. Prepare a written annual report summarizing SCOR activities for presentation at the annual meeting.

#### **3.2 Vice President**

1. Perform the duties of the President in the President's absence, resignation, or inability to act.
2. Serve as an expert on SCOR's Constitution, bylaws, policies, and procedures, along with TSSA policies and procedures.

#### **3.3 Secretary**

1. Keep accurate records of minutes and proceedings of SCOR Board meetings.
2. Issue notices to SCOR members (e.g., team managers and team representatives) about upcoming meetings, events, and announcements.
3. Distribute unapproved meeting minutes to the Board for review prior to each monthly meeting.
4. Upon term expiration, turn over all meeting records to the successor.

#### **3.4 Registrar**

1. Maintain accurate records of all registered players and teams associated with SCOR.
2. Maintain copies of all official registration papers and records.
3. Advise the Executive Committee and Board of Directors of any registration violations.
4. Report on registrants and staff concerns at each monthly Board meeting.
5. Upon term expiration, turn over all records and property of SCOR to the successor.

#### **3.5 Field & Equipment Coordinator**

1. Obtain and maintain SCOR-owned equipment; ensure playing fields are in playable condition and properly lined during the season.
2. Ensure nets and corner flags are provided for each field.
3. Serve as SCOR representative for equipment and field management during SCOR-sponsored tournaments.
4. Recommend upkeep and maintenance for equipment and soccer fields, and expend budgeted SCOR funds for such purposes.
5. Maintain records of field/equipment expenditures and provide to SCOR Treasurer.
6. Maintain an itemized inventory of SCOR-owned soccer equipment; provide an annual inventory listing to the Executive Committee upon request.
7. Manage and coordinate field use requests for practices, games, tryouts, tournaments, and other SCOR activities.
8. Report on equipment/field concerns and status at monthly Board meetings.
9. Ensure participant safety by inspecting equipment and fields for safe conditions.

### **3.6 Accounting Director (Non-Voting; Board Role)**

1. Pay approved expenses as directed by the President or Executive Committee.
  2. Prepare and deliver 1099s to SCOR contractors/employees by January 31.
  3. Keep accurate financial records and have custody of all SCOR monies.
  4. Submit a financial status report at each regular monthly Board meeting.
  5. Prepare and present a proposed budget for the upcoming fiscal year at the May Board meeting.
  6. Prepare annual reports and documents for the Club's accountant to file the federal tax return and any corporate documents necessary to maintain 501(c)(3) status.
  7. Assist in tracking scholarships awarded each season for budgeting purposes.
  8. Upon resignation or termination, the Accounting Director will turn over all books, monies, records, and other property of SCOR immediately to the Executive Board.
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### ***Bylaw 4: Nomination and Election of Officers***

**4.1 Elections.** The Executive Board shall be elected at the annual meeting of the membership. Voting shall be by secret ballot when an office is contested. Each officer's position shall be filled by the nominee receiving the most votes for that office.

**4.2 Terms.** Executive Board terms are two years, beginning immediately following the election. The Vice President and Field Coordinator are elected in even years; the President, Secretary, and Registrar are elected in odd years. Terms may be extended by a majority vote of the Executive Board.

**4.3 Nominations.** Shall be submitted to the Secretary via email. If the election is in an odd year, nominations shall be submitted to the Vice President

**4.4 Immediate Past President.** The current President shall not be eligible to serve in any office other than Immediate Past President for the year immediately following their presidency, unless re-elected.

**4.5 Vacancies.** Vacancies on the Executive Board shall be filled through recommendations for appointment. Individuals appointed to fill a vacancy will serve in an interim capacity until the end of the original two-year term of the officer they replaced

**4.6 Compensation.** Elected officers shall receive no monetary compensation for their services as voting officers. If elected voting officers coach a SCOR team, hold a non-voting position, or participate in a paid SCOR soccer program, they may receive coaching/staff salaries consistent with the approved salary scale.

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### ***Bylaw 5: Conduct of Meetings***

**5.1 Parliamentary Authority.** All SCOR meetings shall be conducted according to Parliamentary Law as outlined in the latest edition of Robert's Rules of Order.

**5.2 Voting.** A quorum must be present for elections and motions. A majority of those present and voting is required, except for removal of an officer, removal of a coach, and amendments to the Constitution or bylaws, which require approval of a majority of those present and voting. The President votes only to break a tie.

**5.3 Quorum.** A quorum for general meetings is the majority of eligible voting members. If a quorum is unable to be established with the Executive Board alone, any one member of the Board of Directors (the Jr. Academy, Accounting Director, Marketing Director, the Director of Coaching, Tournament Director, or Director of Player Development) may step in to complete the quorum.

**5.4 Executive Board Meetings.** Executive officers shall meet at least once every three months during their term of office. Special Executive Board meetings may be called by any Executive Officer. A quorum requires 3 Executive Officers.

**5.5 Board Meetings.** The Board of Directors typically meets monthly, and not less than every eight weeks. These are regular Board meetings. A monthly financial report shall be presented by the Accounting Director or designee. Notices are distributed by the Secretary, President, or Vice President.

**5.6 Electronic Voting.** When necessary and approved by the Executive Board, motions may be presented for electronic voting. Electronic voting records must be maintained by the Secretary with SCOR's official minutes.

**5.7 Membership (Annual) Meeting.** The SCOR Membership meeting is held in January or February each year for the election of officers. The date, time, place, and agenda are determined by the Executive Board. Notice must be distributed to the membership by the Secretary at least 20 days before the meeting. Public notice can be placed in local media and/or SCOR's website and/or social media at least 10 days prior, including a request for officer nominations. Voting at the Annual Membership Meeting shall be limited to one vote per primary membership household for the purpose of officer elections. For matters requiring a vote outside of officer elections, the Executive Board shall determine the applicable voting structure, which may include, but is not limited to, one vote per membership household, per team represented by a designated head coach or team manager, or other structures deemed appropriate by the Executive Board.

**5.8 Special Membership Meetings.** Special meetings of the membership may be called by a majority of the Executive Board, by the President, or upon request of a majority of the Board of Directors. The meeting's purpose must be outlined in the notice, and only the stated business may be transacted. Notice shall be posted and distributed to the membership by the Secretary and/or Registrar no less than five days before the meeting date.

**5.9 Coaches Meetings.** A pre-season coaches meeting will be held in July or August and January or February before the outdoor seasons. The DOC or the President, if there is no DOC, will preside. All SCOR coaches are expected to attend. Practice fields, season changes, rules, and regulations will be reviewed. Coaches may raise issues and make motions to be heard at regular Board meetings.

**5.10 Team Meetings.** Each team's head coach and manager shall hold a team meeting prior to the season (usually July/August and January/February) to distribute expectations from SCOR and the coach, address concerns, and gather input for the Executive Board.

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### ***Bylaw 6: Registration***

**6.1 Player Registration.** All players participating in SCOR will register through TSSA via SCOR, as required by TSSA Policy No. 2. Registration fees and dues are determined by the Executive Board, payable in advance or by an agreed payment plan. (*Timelines are outlined below under Bylaw 7 item 7.5*)

**6.2 Scholarships.** A limited number of scholarships will be made available each season based on the budget. Families must apply, then be reviewed by a scholarship committee. Scholarships are awarded on a first-come, first-served basis. Awarded families must pay a partial fee and perform a minimum of 10 volunteer hours per season. Hours are logged by the team manager and reported back to the scholarship committee at season's end. Families are responsible for ensuring their volunteer commitment is met. The scholarship committee will issue award letters to families, the team manager, and the Director of Accounting.

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### ***Bylaw 7: Finance***

**7.1 Accounts.** SCOR funds shall be promptly deposited and held in the Main Club, Tournament, Jr. Academy, or Main Team Treasury account. The Accounting Director may transfer funds electronically between the Main Club account and other club accounts. Funds may be withdrawn by check, cash, debit card, or approved electronic apps by the Team Accountants for payment of team accounts payable. Team Accountants will maintain detailed receipts and records of team spending.

**7.2 Accounting Method.** SCOR shall use cash or electronic receipts and disbursement methods for accounting.

**7.3 Contributions and Fundraising.** Primary contributions are from members (parents/guardians of players). Other methods to obtain contributions may include:

- **A.** Personal solicitations from friends and business associates.
- **B.** Hosting tournaments (entry fees, admissions, concessions, programs, merchandise).
- **C.** Dinners or pancake breakfasts.
- **D.** Events such as car washes, raffles, and auctions.
- **E.** Acceptance of property for auction (e.g., vehicles or boats).
- **F.** Collaboration with federal, state, and local government organizations for shared use/improvement of public land for soccer complexes.
- **G.** Fundraising will be conducted primarily within Tennessee (including the City of Oak Ridge, Anderson County, and Roane County). Fundraising outside Tennessee requires Executive Board approval and accountant clearance for tax purposes.
- **H.** Acceptance of contributions such as real property; conservation easements; closely held securities; intellectual property (patents, trademarks, copyrights); works of music or art; licenses; royalties; automobiles; boats; planes; other vehicles; or collectibles shall be contingent on alignment with SCOR's mission and the ability to use or dispose of assets in accordance with that mission.
- **I.** Team fundraisers are permitted on an approval-required basis and must be reviewed and approved by the Executive Board prior to any planning or execution. This policy is intended to ensure consistency, prevent over-saturation of fundraising activities, and limit member and community event fatigue.
- **J.** The Executive Board reserves the right to approve, deny, or place limitations on fundraising activities based on timing, frequency, type of event, and alignment with club values and commitments. Unauthorized fundraisers are not permitted.

**7.4 Fiscal Year.** SCOR's fiscal year is **June 1 – May 31**.

**7.5 Seasonal Soccer Year.** For player commitment with TSSA, the period is August 1 - July 31. For club and team fee calculation purposes, the seasonal soccer year begins on July 1 and ends on May 31 of the following year.

***Bylaw 8: Team Management, Parental Involvement & Finance***

**8.1 Team Managers.** Each team shall have a Team Manager who works under the direction of the head coach. The coach, assistant coach, and team manager are appointed (not elected by parents/players). A team manager may not be a spouse or relative to the coach or assistant coach unless otherwise approved by the Executive Board

**8.2 Team Accountant.** Each team will be financially managed by an appointed Team Accountant, who will be responsible for overseeing all financial transactions (including income and expenses) and ensuring accurate record-keeping and reporting for the team throughout each season.

**8.3 Parental Involvement.** Parental support is vital to a team's success. Coaches and team managers should encourage involvement and support where appropriate.

**8.4 Tournaments and Scheduling.** The coach may seek input from the team manager regarding tournaments; however, final decisions rest with the coach. Such decisions are not at the discretion of parents, team managers, or players.

**8.5 Player Decisions.** Decisions involving lineups, playing time, positions, and player communications are made by the coach. These decisions are not at the discretion of parents, team managers, or players.

**8.6 Fundraising Decisions.** All fundraising decisions are ultimately subject to Board approval. SCOR seeks a harmonious and cooperative atmosphere between parents and team management.

**8.7 Ownership of Funds and Property.** SCOR has sole responsibility and authority over each team. Any dues/fees paid by parents and any fundraising, sponsorship, or other funds accruing to the team immediately become the property of SCOR, as do any goods purchased for or donated to the team.

***Bylaw 9: Jurisdiction and Headquarters***

**9.1 Jurisdiction.** The jurisdictional area of SCOR is Oak Ridge, Tennessee, and the surrounding counties.

**9.2 Headquarters.** SCOR's headquarters shall be at a location designated by the President.

**9.3 Mailing Address.** SCOR will maintain a post office box in Oak Ridge as the official mailing address.

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***Bylaw 10: Board Member Removal***

**10.1 Grounds.** A Board member may be suspended or removed from office for failing to meet responsibilities or acting in a manner detrimental to the Club's interests.

**10.2 Appointed/Ex Officio Board Members.** May be removed by a majority vote of eligible voting members at any Board meeting.

**10.3 Elected Board Members.** May be removed only after an exploratory hearing held by the remaining Board members and, if applicable, a probationary period, followed by a majority vote of the remaining Board members if actions are not corrected.

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***Bylaw 11: Amendments***

**11.1 Voting Threshold.** Amendments to the Constitution and bylaws require a quorum and must be approved by a majority of voting members present at a SCOR membership meeting.

**11.2 Submissions.** Proposed amendments may be submitted by any member.

**11.3 Proposal Content.** Proposals should include the number and text of the current item, the text of the proposed new/revised item, and the reason for the change.

**11.4 Notice.** Proposals to amend the Constitution or bylaws shall be submitted in writing to the Secretary at least 20 days in advance and distributed to members for study at least 10 days in advance of the meeting at which the proposal will be considered.

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***Bylaw 12: Board of Directors***

***Board of Directors (Non-Executive Positions, Voting positions ONLY if additional Board member needed to form a quorum)***

To provide clarity, the following non-executive Board positions are established and appointed by the Executive Board with approval by a majority. These positions attend Board meetings and report monthly on their areas.

***12.1 Immediate Past President:***

1. Ensure continuity in Club policy.
2. Act as a resource to the Board.

***12.2 Tournament Director:***

1. Obtain necessary tournament authorizations from the City of Oak Ridge and TSSA.
2. Coordinate all tournament activities.
3. Seek outside sponsorships for tournament activities and supplies.
4. Procure tournament T-shirts, medals, and/or trophies within the approved budget
5. Report monthly on tournament status and concerns.
6. Perform other responsibilities as directed by the Board or President.

***12.3 Jr. Academy Director:***

1. Assist in recruiting coaches for SCOR Academy.
2. Assist the President as requested.
3. Report monthly on Jr. Academy status and concerns
4. Organize and plan sessions for other Jr. Academy coaches

**12.4 Marketing Director:**

1. Seek and pursue marketing opportunities to attract new sponsorships and registrants.
2. Ensure revenue sources beyond registration fees (sponsors, fundraising initiatives).
3. Report monthly on marketing status and concerns.

**12.5 Director of Coaching (DOC):**

1. Advertise for and interview potential coaches.
2. Assist SCOR teams with coach selection; schedule training/certification courses for coaches.
3. Guide to facilitate communication among coaches, players, and parents.
4. Hold coaches' meetings prior to each Fall and Spring season to review expectations, training, and SCOR philosophy.
5. Coordinate and direct Club tryouts with the coaching team; work with coaches to assign players to all teams.
6. As necessary, discipline or remove a coach with the majority approval of the Executive Board.
7. Report monthly on coaching status and concerns.
8. If no DOC is in place, responsibilities fall to the Club President/Administrator.

**12.6 Director of Player Development:**

1. Advise the board on all matters related to our players' skill development
2. Aid in the skill development of our players
3. Evaluate ongoing player development needs and issues
4. Provide club-wide Skills/Development Training

**12.7 Accounting Director (Non-Voting):**

*(Described above under Duties of Officers as the removal for "Treasurer.")*

**Adoption**

**These bylaws were adopted by the Executive Board of SCOR, Inc. on February 10, 2026, and supersede any prior versions.**

Adopted: December 12, 2011

Amended: February 2020

Amended: February 2022

Amended: February 10, 2026

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