

BY-LAWS OF THE MCFARLAND SOCCER CLUB

(1) McFarland Soccer Club (Herein after referred to as MSC)

(2) McFarland, WI 53558

Mission Statement: The mission of the McFarland Soccer Club is to organize and promote the sport of soccer for youth residing in McFarland and the surrounding area. We strive to provide a positive soccer experience for competitive and recreational players that enhances each player's self-esteem, confidence, and personal sense of pride while promoting the qualities of good sportsmanship, cooperation, teamwork, discipline, and respect for others.

***** ARTICLE I – CLUB MEMBERSHIP *****

Section 1. Membership in the MSC is defined as support for and interest in the game of soccer, together with an understanding of and commitment to the Club's mission.

Section 2. Membership is open to any individual or family who has paid the annual registration fee as determined and announced by the MSC Board of Directors. Each family with a registered player shall be considered one voting member and shall be entitled to one vote on matters decided at the annual meeting.

Section 3. Membership in the MSC is open to anyone, MSC does not discriminate against its members, players, coaches, parents, referees on the basis of race, color, national origin, age, sex, religion, reprisal, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs.

Section 4. Anyone who, through his or her actions, causes or creates an incident or atmosphere relative to section (3) above, shall be temporarily suspended pending review from the MSC. Any person(s) suspended for cause shall have thirty (30) days to formally reply by letter to the MSC president for rebuttal and or explanation. A formal review will be conducted at the first scheduled meeting after receipt of written reply. It is established that a binding decision will be rendered at that meeting.

***** ARTICLE II – OFFICERS *****

Section 1a. The officers of MSC shall consist of a Board of Directors composed of MSC members who are nominated and elected by the current Club membership. Tenure for each Board position is three years. Elections shall be conducted at the annual MSC meeting. Each position will be filled by duly elected eligible Club members and will assume their post by the April Board meeting annually. At the conclusion of a three-year term, a Board member may be nominated and elected to serve an additional term. Election to a subsequent term constitutes a commitment to serve the full three (3) year term. In the event that a Board member serving a

subsequent term resigns before the completion of that term, any replacement elected or appointed to fill the vacancy shall serve only the remainder of the unexpired term.

The following positions are designated as Board of Directors for the McFarland Soccer Club:

- a) President
- b) Vice-President
- c) Treasurer
- d) Secretary
- e) Board Member at Large
- f) Board Member at Large
- g) Board Member at Large
- h) Board Member at Large
- i) Board Member at Large
- j) Board Member at Large
- k) Board Member at Large

Section 1b. Responsibilities of the Board Members

President- The President handles all of the daily operations of the Club. In addition, the President can contractually obligate the Club. The President is expected to consult with the Board on all matters that involve the obligation of a significant amount of Club resources. This would include entering into large contracts, or the use of staff, volunteers, or Club assets.

Vice President-The Vice President is the liaison between MAYSA, WYSA and MSC. The vice president assists with daily operations of the club including ensuring teams have correct documentation and resources to participate in the MYSA/WYSA program. The vice president also assists with registering teams for tournaments.

Treasurer- Responsible for handling all of the financial matters of the Club in a timely fashion. The Treasurer manages the Club finances, and is responsible for authorizing payments from Club accounts.

Secretary/Volunteer Coordinator- Responsible for minutes at all Board meetings as well as timely dissemination of said minutes. The secretary also tracks and manages volunteer hour Fulfillment.

Board Members at Large will each have a specific role within the board and be assigned based on strengths. The specific roles to choose from include but are not limited to various jobs such as: Equipment Coordinator, Concessions Coordinator, Web and Technology, Camps Coordinator, Fundraising Coordinator, Apparel Coordinator, Fields Coordinator, etc.

Furthermore, all Board Members are expected to be active in the McFarland Soccer Club and participate in the Club's major annual activities throughout the year, including the McFarland Soccer Tournament and any additional substantive ventures that the Soccer Club engages in. Any Board members who do not fulfill their various responsibilities to the McFarland Soccer Club can be removed from the Board at the discretion of the Board by a simple majority vote.

Section 2. A general meeting will be held annually in the spring. The election of the MSC Board of Directors will be held at the spring meeting. Every eligible member of the Club can be nominated and elected for each vacant post. Every eligible member can cast one ballot for each position. In the event of a tie, a decision will be made by current Board members at the next scheduled Board meeting presided over by the President. Positions vacated during the term may be appointed by a simple majority board vote for the remainder of that position's term. A nominee for the President must be a current board member having at least 6 months of service.

Section 3. All elected officers shall serve for the good of the membership. They shall perform their duties in the best interest of the MSC and the By-Laws of the Club. Furthermore, the MSC Board of Directors will represent the Club in accordance with the MAYSA "Code of Conduct".

Section 4. Any representative of the MSC Board of Directors may be removed with cause by a vote of the MSC Board of Directors. Such removal requires a simple majority vote of the MSC Board of Directors.

Section 5 .The Club may employ staff or engage independent contractors as approved by the MSC Board of Directors. The MSC Board of Directors shall retain authority over the hiring process, position responsibilities, compensation, performance oversight, and termination of all staff positions.

***ARTICLE III - COACHES ***

Section 1. All coaches within the McFarland Soccer Club should hold and maintain the minimum coaching license as set by WYSA.

Section 2. All coaches within the McFarland Soccer Club are required to:

- Be current on risk management
- Attend coaching meetings
- Coaches are expected to follow MAYSA and WYSA's code of conduct
- Coaching clinics will be offered throughout the year and coaches are encouraged to attend at least 1 of the coaching clinics held throughout the year

Section 3. Any coach who does not meet the aforementioned expectations may be subject to temporary suspension or removal from coaching duties within MSC, as determined by the Directors of Coaching and the Board of Directors

Section 4. Selection of Coaches and Coaching Guidelines: The Director of Coaching, President, and Vice President have the primary authority to select all coaches and develop coaching guidelines within the MSC. However, the MSC Board of Directors can challenge decisions regarding coaches and coaching guidelines by a majority vote. In the event of a challenge, the matter shall be reviewed by a three-person subcommittee appointed by the Board President and consisting of individuals not directly involved in the original decision. The subcommittee's determination shall be considered final

*** ARTICLE IV – MEETINGS ***

Section 1. The regular meetings of the Club will be held as determined by the President based on the availability of board members as agreed or as agreed upon by a majority of officers.

Section 2. The MSC Board of Directors will meet monthly (excluding December) during the year. Any officer who is absent from more than two meetings in succession can be replaced by a special appointment. The current MSC Board of Directors will replace any vacancy for the remainder of the term (See Article II, Sec. 2).

Section 3. Special meetings of the MSC Board of Directors may be called by the President at any time necessary, with at least forty-eight hours' notice to each officer. The President will notify each officer of the special meeting time, place and reason for the special meeting.

Section 4. No less than five officers in attendance shall constitute the convening of a special meeting.

Section 5. The President of the MSC Board of Directors shall have general responsibility for overseeing the affairs of the Club. The President shall preside over meetings, determine the time and place of meetings, make recommendations to the Club's officers, authorize expenditures as permitted by these By-Laws, and perform such other duties as may be prescribed herein. In the absence of the President, the Vice President shall assume these duties.

*** ARTICLE V – PARLIAMENTARY AUTHORITY ***

Section 1. All meetings will be conducted in accordance with the rules contained in the current edition of Robert's Rules of Order. The President of the Club shall be responsible for ensuring compliance with these rules.

*** ARTICLE VI – AMENDMENT OF BY-LAWS ***

Section 1. These By-Laws may be amended at any regular meeting of the MSC Board of Directors with a simple majority vote, provided that the amendment has been authorized in writing at a previous meeting.

Section 2. It is the intent of the founders of the McFarland Soccer Club that the organization

serves the general membership. No amendment shall be submitted which will render the Club ~~neither~~ unmanageable nor unduly encumbered with rules, regulations or restrictions.

*** ARTICLE VII – REGISTRATION FEES ***

Each registered (participating) member will be assessed an annual registration fee. The amount of the annual registration fee shall be based on the cost of competition for the league in which the member shall compete (MAYSA & WYSA) and shall be determined by the Board.

*** ARTICLE VIII – UNSPECIFIED MATTERS ***

The MSC Board of Directors are fully empowered to decide matters not specifically provided for in the constitution, by-laws, rules, and regulations of the MSC. It is the sole responsibility of the MSC to set policies regarding the administration of the Club.

*** ARTICLE VIII – ANTI-BULLYING POLICY ***

MSC is committed to providing players a fun, positive, and secure environment in which to learn and enjoy the game of soccer. We do not tolerate bullying at any practice, game or other MSC sanctioned event. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported. Please refer to the MAYSA code of conduct.

Procedures for Parents, Coaches, and the Board

1. Parents should report bullying incidents to the team coach. If the problem persists, reach out to the MSC President/and or another Voting Board Member. If necessary and appropriate, police may be consulted.
2. In all cases of reported bullying, parents of the player who was bullied shall be informed immediately and may be asked to meet with the respective team coach and MSC President and or appointed Board member to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.
3. The negative behavior must be investigated and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, MSC President, or appointed Board member and asked to meet to discuss the incident to help the bully or bullies change their behavior.

Consequences of Bullying

1. In a first-offense situation involving bullying, an attempt will be made to encourage the bully (or bullies) to modify their behavior for their benefit, for the benefit of the person bullied, and for

the team. An attempt will be made by the coach, and/or parent(s) to reconcile the situation between players (age and level of maturity and or severity of offense must be considered).

2. If the bullying persists, disciplinary action against a player may be taken by the team coach and/or MSC President or MSC Board of Directors which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time.

3. After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach and players' parents to ensure the problem is resolved.