

FREDERICKSBURG AREA SOCCER ASSOCIATION, INCORPORATED

CONSTITUTION AND BY-LAWS

Originally Incorporated 01/06/82
Amended 08/30/82, Amended 11/10/82
Amended 12/19/91, Amended 05/24/93
Amended 04/25/95, Amended 07/21/98
Amended 8/17/98, Amended 11/17/98

Article I. Name

Section 1. Organization Name

The name of the organization is the Fredericksburg Area Soccer Association Incorporated, here after referred to as the "Club".

Section 2. Team Name

The name "Hotspur" followed by the letter 'U', and two (2) numbers of the age division in which the team is competing shall be used by all teams. Additional teams within an age division will be followed by a color, for example, The Hotspurs U11, Red. These age groups are to coincide with the United States Youth Soccer Association (USYSA) and Virginia Youth Soccer Association (VYSA) rulings and the rulings of the regional association that FASA so chooses to affiliate with.

Article II. Mission Statement

The Club is organized and shall be operated exclusively for charitable and educational purposes to:

1. Promote general health and physical fitness through exercise.
2. Encourage, coach, and instruct young people in the sport of soccer by competing with other organized regional, national or international associations.
3. Impress upon young people the benefits of individual ability, teamwork, and the rules of the sport through sports competition.
4. Promote the social welfare of the community through an athletic program that combats juvenile delinquency and drug abuse.
5. Sponsor, manage, and operate exhibitions, tournaments, clinics, contests, and other educational activities to promote participation in youth soccer programs.
6. Establish and supervise a program of soccer education.
7. Advance the interest of the game and of the community by encouraging sportsmanlike competition and a high level of skill and technique by participants in exhibitions, tournaments and contests.
8. Promote and encourage the objects and sanctions of the Federation International Football Association (FIFA). The United States Soccer Federation (USSF), United States Youth (USYSA), Virginia Youth Soccer Association (VYSA) all lawful affairs for which clubs may to do such other things as may be deemed expedient and for the best interest of the Club.

Article III. Powers

Section 1. Club Powers

In connection with the carrying out of any or all such purposes, the Club shall be possessed of, and may from time to time exercise, any and all powers conferred upon non-stock clubs by Section 13.1-204 of the Code of Virginia, 1950, as amended.

Section 2. Activities

Notwithstanding any other provision of these Articles, the Club shall not carry on any other activities not permitted to be carried on:

(A) by a corporation exempt from Federal Income Tax under Section 501 (c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law) or (B) by a corporation, contributions to which are deductible under Section 170 (c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).

Section 3. Non Profit Status

The Club is not organized for profit and no part of any net earnings shall inure to the benefit of or be distributed to its members, trustees, officers, or other private persons, but will be for the benefit and interest of the Club and to promote its purposes. The Club shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions on furtherance of the purpose of this club. The fiscal year of the Club shall commence on the first day of September and terminate on the last day of August of the following year.

Article IV. Membership

Membership of the Club shall be comprised of one of the following categories:

Section 1. Parents or Guardians

Parents or guardians of children registered in the Club's programs. Parents or guardians shall be assessed such other fees and assessments as set forth by the Board of Directors. Parents and guardians have one vote per player on a team.

Section 2. Participant

Any person who serves as an Officer, Coach, or acts in any capacity that lends assistance to the Club programs.

Section 3. Player

Any individual that is selected to participate on a team represented by the Club.

Section 4. Associate Member

Any individual or enterprise that contributes financially to the support and operations of the Club.

Section 5. Member Voting Rights

Member voting rights concerning club issues will be exercised at team meetings. The Team Manager selected by the team to represent the team on the Board of Directors shall cast the team's one vote for the majority opinion of their team.

Article V. General Membership Meetings

Section 1. Annual Meeting

A general membership meeting shall be held annually by the last Monday of August of even numbered years. Team Managers or their proxy will attend the biannual meeting. The election of the Board of Director Officers will be conducted at the annual meeting.

Section 2. Special Membership Meetings

The Commissioner or any three members of the Board of Directors may call a special membership with seven days notice prior to the meeting.

Section 3. Quorum

Representation from a "Simple Majority" of the registered teams at a membership meeting shall constitute a quorum.

Article VI. Nomination, Election and Term of Board Members

Section 1. Nomination

The Commissioner shall choose by April 1st of an election year a Nominating Committee of not less than four members of the Club who are in good standing. Members of the Nominating Committee will submit by May 1st a slate of nominees and their qualifications to the Board of Directors. Any member may submit additional nominations by May 1st and that nominee will be added to the nominees presented to the membership for consideration by the Board of Directors.

Section 2. Elections

At the annual meeting during an election year, the Nomination Committee will determine if a Quorum (Article V, Section 3) is present. Immediately following the approval of the last membership meeting, the Nomination Committee shall preside over the balloting by:

- a. Announcing the list of candidates.
- b. Calling for a vote by ballot.
- c. Returning the meeting to the Commissioner.
- d. The Nominating Committee will count the ballots and give the results to the Commissioner who shall announce the results to the membership. In case of a tie vote, Commissioner shall break the tie.

Section 3. Composition of the Board of Directors

The Board of Directors consists of a Team Manager from each registered team in the Club for that season plus the Commissioner, Travel Director, Registrar, Treasurer, Secretary, Director of Coaching, and Coaches Representative.

Section 3.1 Term and Qualification

The Board of Directors shall hold office for a term of two years and until his or her successor is elected and qualified. The board members may be elected to successive terms. The Board of Directors shall manage the business and affairs of the Club.

Section 3.2 Vacancies

For any vacancy occurring on the Board of Directors, the person will be elected by the simple majority vote of the team managers present at a regular or special meeting whichever is first.

Section 4. Removal

Any Executive Board Member may be removed with or without cause, by an affirmative vote of a Majority of team managers present at any meeting that has a quorum. (Article V, Section 3).

Article VII. Board of Directors Meetings

Section 1. Quorum

A simple majority on the Board of Directors, fixed in the Bylaws (Article V, Section 3), shall constitute a quorum at a meeting of the Board of Directors.

Section 2. Action by the Commissioner without a Meeting

When in the best interest of the club, the Commissioner may take any action necessary without a meeting if consent is in writing and is signed by all the Directors. Such consent has the same force as a unanimous vote.

Section 3. Waiver of Notice

A Director who attends any meeting shall be deemed to have had timely and proper notice to the meeting unless he/she attends for the express purpose of objecting because the meeting is not lawfully called or convened.

Article VIII. Duties of the Board and Standing Committees

Section 1.1 Commissioner

The Commissioner shall be the Chief Executive Officer of the Club. He/she shall preside at all meetings of the Board of Directors and all regular and special meetings of the membership upon which he/she shall sit as Chairperson. The Commissioner shall appoint Committee Chairpersons as soon as practical after taking office. The Commissioner shall be the Club Representative to any legal matter in which the Club may be involved. The Commissioner will not vote at FASA Board Meetings unless there is a tie-breaking situation.

Section 1.2 Travel Director

The Travel Director shall take the place of the Commissioner and perform his/her duties in the Commissioner's absence. The Travel Director communicates with the referee assignor and shall remedy all referee discrepancies. The Travel Director will represent FASA as a Director of the Board, will communicate schedules, submit team applications, and send in weekly game scores to the Richmond Metropolitan Youth Soccer League (RMYSL). He/she will arrange for fields for FASA teams. The Travel Director is not a voting member of the Board of Directors unless he/she is acting as Commissioner.

Section 1.3 Secretary

The Secretary shall be responsible for keeping a record of all meetings. The Secretary also ensures that the committees provide sufficient information for him/her to prepare and publish an annual calendar of events. The Secretary shall be custodian of all records and the Club Seal. The Secretary is not a voting member of the Board of directors.

Section 1.4 Treasurer

The Treasurer prepares the annual budget, pays bills, and ensures that FASA is compliant with all tax guidelines and gives monthly budget status to the Commissioner. The Treasurer will coordinate the efforts of the Budget Committee and the Ways and Means Committee to ensure Club financial obligations are met. The Treasurer is not a voting member of the Board of Directors.

Section 1.5 Director of Coaching

The Commissioner, with the approval of the Board of Directors will appoint the Director of Coaching. The Director of Coaching is responsible for recruiting and retaining qualified coaches and promoting and encouraging coaches to attend licensing programs. The Director of Coaching will be an advisor to the Board of Directors. The Director of coaching will organize, plan and conduct club tryouts as necessary. Director of Coaching is not a voting member of the Board of Directors.

Section 1.6 Registrar

The Registrar will work with the Travel Director to register all teams with RMYSL. The Registrar is the contact person with the state Registrar and shall handle travel applications. The Registrar is not a voting member of the Board of directors.

Section 1.7 Coaches' Representative

A ballot of the coaches will select the Coaches' Representative, for a term of two years. The Representative shall be liaison between the Coaching Staff and the Board of Directors. The Coaches' representative is a voting member of the Board of Directors.

Section 1.8 Team Manager

The Team Manager will be appointed by the team and will cast the team vote in accordance with the majority opinion of his/her team.

Section 2. Standing Committees

Standing Committees are comprised of club members from each team. The following are the standing committees of the club:

- a. Budget Committee - The Chairperson shall assist the Treasurer, who oversees this committee, in presenting a balanced budget at the Annual Membership Meeting. They will confer with Chairpersons of the other Committees to develop an Annual Budget.
- b. Fields, Safety and Equipment Committee - The Chairperson will be responsible for overseeing maintenance, including lining of soccer fields and equipment used by the club.
- c. Financial Aid Committee - This committee is responsible for handling applications and setting criteria for financial aid. The committee will present the Budget Committee with a suggested amount for the scholarship. The amount of Financial Aid will be approved in the Annual Budget.
- d. Nomination Committee - The appointed committee will carry out the duties as stated in Article VI, Section 1 of these Bylaws.
- e. Ways and Means Committee - The Chairperson shall form a committee to develop club fund-raising projects to be presented to the Board for approval.
- f. Public Relations Committee - The Chairperson shall form a committee to prepare and release news articles, informational brochures, and to publicize club events, such as tryouts and fund-raising.

Section 3. Other Committees

Other Committees with limited authority maybe designated by the Commissioner or by a Resolution adopted by a simple majority.

Section 4. Voting and Vacancies

The affirmative vote of a majority of the Directors shall be the act of the Executive Board. The Commissioner shall appoint a member of the Board of Directors to fill vacancy occurring in the Executive Board other than any the Commissioner. A team manager may appoint a proxy to fill in but is responsible for notifying the secretary in writing prior to the beginning of the meeting.

Section 4.1 Vacancy of the Commissioner

In the event the Commissioner vacates the office; nominations will be taken to fill the vacancy. There will be a vote on the nominations by the Board of Directors.

Article IX. Code of Conduct

The Code of Conduct shall be published in the FASA Handbook.

Article X. Rules of Participation

The programs sponsored by the Club shall be open to all persons regardless of Race Creed, Color, Sex, National Origin or Residence.

Article XI. Amendment of the Bylaws

The power to alter, amend or repeal these Bylaws shall be vested in the Board of Directors.

Article XII. Dissolution

In the event of the Dissolution of the Club, after paying or making provision for the payment of all liabilities of the Club, all remaining property shall be transferred and conveyed to any Non-Profit Club, Association or other organization to be devoted to such similar purposes. The organization receiving the Club's assets at the time of dissolution must qualify as an exempt organization or organizations under Section 401(c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future U.S. Internal Revenue Law), as the Board of Directors shall determine. Further, any such assets that may still remain shall be disposed of by the Circuit Court of the County in which the principal office of the Club is then located exclusively, for such purposes or to such organization as the said Court shall determine which are organized and operated exclusively for such purposes.

Acquiring New Teams Addendum

Non-FASA teams may submit an application to the Board of Directors for admission. The Board of Directors will determine if club resources can support an additional team. Accepted teams will comply with FASA Bylaws, Policies and Procedures. The team manager and coaches will be given a copy of FASA Bylaws, and FASA Policies and Procedures handbook. The Travel Director and the Registrar will make every effort to help the team with transition into the FASA club.

**Policy and Procedure Handbook:
Addendum**

- a. Good Standing Policy
- b. Tryouts
- c. Financial Aid
- d. Uniforms & Equipment
- e. Code of Conduct

Exhibits

- a. Coaches Application
- b. Agreement of Compensation for Coaching
- c. FASA Coaches Compensation Policy
- d. FASA "Playing Up" Policy
- e. FASA Handbook

Good Standing Policy Addendum A.

A. Good Standing Defined

1. Team: A team shall be in "Good Standing" with the FASA so long as it has met all team requirements set by the Board of Directors including the requirements in the FASA Bylaws, FASA Policy and Procedures, timely payment of fees, and compliance with the Code of Conduct.

2. Player: An active player is in Good Standing with his/her team and the Club so long as he/she meets all requirements set by his/her team, including requirements established in FASA Bylaws, FASA Handbook, timely payment of fees, FASA Policies and Procedures, and compliance with the Code of Conduct.

B. Determination

A determination of the status of "Not in Good Standing" and the appropriate disposition or sanction shall be made in a session of the executive board after a motion by any board member. The party concerned will have an opportunity to be heard.

C. Sanctions

1. Team Sanctions: The FASA board of directors reserves the right to impose sanctions with the following penalties against any team or player considered to be not in good standing:

- a. Notice by FASA to appropriate league officials of an imposed forfeiture of one or more league games.
- b. Notice by FASA to appropriate league officials of cancellation for further league play for the remainder of the season.
- c. Expulsion from FASA for league play.

2. Player Sanctions

- a. Suspension of player for one or more activities and/or practices.
- b. Suspension of player for one or more games.
- c. Expulsion from the FASA.
- d. Duration:

Unless otherwise determined by the Executive Board, the sanction imposed shall remain in effect until the team or player reestablishes itself or himself/herself in "Good Standing", or fulfills the obligations of any sanctions imposed by the Executive board.

Tryouts Addendum B.

Team and Player Guidelines

The FASA tryouts will comply with the rules and regulations set forth by the VYSA, RMYSL, or other youth soccer leagues in Virginia and the Metro DC area. The FASA Board of Directors is responsible for establishing the "Official Tryout Period."

Official Tryout Period

Each team is responsible for conducting its own tryouts, within the Official Tryout Period, and at other times as necessary. Teams are free to schedule tryouts at a location of their own choosing. Every season, the FASA Board of Directors will sponsor tryouts for U-9 teams and any age divisions that are vacant within the club. The FASA Board of Directors will make available tryout fields as necessary.

Selected players must have physically participated in at least one team tryout to be selected for a FASA team. In the event that during tryouts, enough qualified player's tryout to form another team in that age division, the current coach will notify the FASA Board of Directors and the board will make a determination as to whether to form another team.

Official Notification of Player Selection

1. An official player selection list, along with a photocopy of any tryout evaluation sheet or notes, will be provided to the Travel director before the registration of the team.
2. All players trying out for a FASA team will be notified verbally or in writing by the coach within 7(seven) days after tryouts conclude.
3. At the conclusion of tryouts, copies of the official roster must be submitted to the Travel director and treasurer.
4. The Team Manager should retain originals of the tryout applications. For those new teams not having an official Team Representative or Manager, the registrar will appoint a FASA Club Member to insure the participants are notified Guidelines The focus of the selection process is to maintain and enhance FASA's youth select soccer program by conducting open try-outs, which are competitive and objective. In addition, Coaches are expected to structure the methods of The tryout and selection process within the concept of select teams and "State Cup Challenger Teams", when such tryouts apply: Although the Coaches are encouraged to exercise their experiences in coaching and playing soccer in context with the player selection process, the selection process must also bear in mind FASA's program and policies for developing individual players as well as the teams. The Director of Coaching serves as an advisor to FASA and its Coaching Staff; and therefore, makes recommendations consistent with FASA's youth soccer program as approved by the Board of Directors. The Director of Coaching, in conjunction with the Board of Directors will establish guidelines and procedures for conducting tryouts.

Procedures

1. The coaches will establish methods by which they will evaluate players upon their demonstrated soccer techniques, tactics, and skill. Coaches will ensure that the method of the tryout adequately represents the age group and competition level. It is very important to be organized and make sure the players understand what is expected of them. The coaches are responsible for providing equipment (balls, cones, vests, water, and first aid) at the tryout.
2. Depending upon the age group, along with the level of experience and competition, the method of the tryout process should be structured such that most of the following soccer techniques, tactics and other factors are demonstrated by the participants:
 - a. **INDIVIDUAL TECHNIQUES:** Dribbling, Passing, Ball Control, Delaying, Tackling, Heading, Shooting, Support play, Movement "on" and "off" the ball, Communication and Vision.
 - b. **GROUP TACTICS:** 1v1, 3~2, 5~2, 5~5, and/or 7~7 (or variations).
 - c. **OTHER FACTORS:** Attitude, confidence, competitiveness, enthusiasm, physical development, physical conditioning, coach ability, prior playing experience and knowledge of the game of soccer.
3. The Coach should conclude the tryout with a brief discussion with the players in appreciation for their efforts and participation. Advise the players of the plans for notification regarding the selection process and whether additional tryouts are expected.

Financial Aid Policy
Addendum C

FASA is committed to providing the opportunity to play soccer to all members of the community. Financial aid is available to those players who demonstrate a need to the FASA Financial Aid Committee. The FASA Financial Aid Committee will determine the criteria and application procedures for financial aid. The amount of financial aid available each year is dependent upon the resources of the club. The privacy of those persons applying for and receiving financial aid will be respected.

Uniforms and Equipment Addendum D

Each team shall select and purchase uniform for each playing year (fall and spring season). The team uniform colors are limited to red, black, and white. Other additional clothing (warm-up pants, etc) will be allowed according to the USSF/FIFA Laws of the Game and/or FWYSL and league rulings. The uniforms are the property of the players. Each player is required to have the team uniform, jerseys, shorts, and socks, soccer shoes, a pair of shin guards, and a soccer ball. The only logo or patch permitted as part of the uniform is the official FASA logo and patch. The FASA Patch shall be an all woven patch of the highest quality. Teams purchase these patches from the FASA Treasurer.

Code of Conduct Addendum E

To ensure our goal of providing the youth of our area with the opportunity to develop soccer skills through high level of instruction and competition, FASA is committed to creating an environment which encourages sportsmanship, fairness and respect for coaches, players, officials and fans. The Coaches are responsible for the conduct of their team including parents and spectators. If carded, a player is expected to observe the presentation of the card without comment, and the players should be determined not to repeat the behavior that elicited the card. The consumption or use of illegal drugs and/or alcoholic beverages at any FASA activity is prohibited.

All parents and team supporters-Spectators-will act within the bounds of sportsmanship at all FASA official functions as any club sponsored activities such as meetings, games and practices. Any FASA spectator determined by conduct and affirmed by the executive committee, engaged in creating a disturbance at any FASA official function will be banned from all FASA activities for a designated period of time determined by the committee. Appeals may be made to the voting members of the club at the earliest board meeting. The parent in question may be suspended until that meeting takes place.

Creating a disturbance may be:

- a. Referee abuse-physical or verbal.
- b. Player abuse-physical or verbal.
- c. Addressing any player in a negative or abusive manner.
- d. Addressing any coach in a negative or abusive manner.
- e. Addressing any parent in a negative or abusive manner.
- f. Engaging in fighting at practice or at a game.

Spectators are expected to behave in a manner that is respectful to the coaches, players, referees and each other. Failure to abide by the decisions of FASA and its appointed committees may result in the removal of the player from the organization and forfeiture of all fees with possible criminal prosecution and civil action. All complaints would be taken by a member of the Conduct Committee for immediate investigation. The Conduct Committee will be appointed by the board of directors to investigate and act on all complaints. The committee will consist of the commissioner, travel director and 3 appointed members of the club appointed by the board of directors. Their term will consist of 1 year.

**Agreement of Compensation for Coaching Fredericksburg Area Soccer Association, Inc.
Exhibit A**

A monetary compensation program of youth soccer select travel soccer coaches serves a dual purpose. Initially, it is a method, of reimbursement to the coach for frequent expenses incurred as a result of coaching responsibilities and duties associated with a youth select travel soccer program; such as, soccer clothing, shoes, equipment, coaching and training materials, phone bills, travel, meals and mailing. A monetary' reimbursement also serves as an incentive for encouragement of personal initiative and motivation toward furthering coaching development fostered by a dedicated, talented and knowledgeable coaching staff sought out by the FASA select youth soccer program. Compensation for participation in the furtherance of advanced education and training for soccer coaches is expected. The second purpose for monetary compensation is to serve as means of recognition and gratitude of its coaching staff for commitment and performance within the requirements and standards established by the FASA youth select travel soccer program. FASA Board conditions and requirements to qualify coaches for monetary compensation:

- a. FASA Coach's Application on file - completed, dated and signed.
- b. Teams will select their coaches. Selections will be confirmed by the FASA board of directors.
- c. Abide by and support FASA Guidelines, Standards, and Philosophy of Coaching.
- d. An unlicensed coach shall have one year to obtain at least a "USSF E Certificate" or "D License."
- e. Remain in good standing as required by FASA and its affiliation with the USSF, VYSA, and RMYSL organizations.
- f. Will attend Fredericksburg Area Soccer Association Club Inc Coaches meetings.
- g. The Head Coach must conduct his responsibilities and duties as defined by his team.
- h. Administer and participate in organizational coaching or training programs as requested by the Director of Coaching.
- i. Fulfill any additional requirements or standards established and approved by the FASA Board in the future which may be considered in the best interest of the FASA coaching staff and its youth select soccer programs.
- j. In accordance with the FASA policy and its terms for granting monetary compensation in regards to the position of Head Coach as indicated and stated above, I acknowledge by signing below that I have read and understand the above stated conditions. The amount of compensation will be determined by the "FASA Coach Compensation Program" as approved by the FASA Board. As part of the Head Coach application, it is understood that I shall agree to completely and accurately fill out all necessary forms. FASA and VYSA may require background checks and other confidential information regarding a coach's persona for the safety of the players.

Signature of Head Coach

Signature of Travel Director

**Agreement of Compensation for Coaching Fredericksburg Area Soccer Association, Inc.
Exhibit B**

I. Statement of Purpose

The coaches' compensation program of FASA is intended to serve two purposes. First, the coaches' compensation program is intended as a show of recognition and appreciation for the commitment and performance of each coach. Second, the coaches' compensation program is intended to provide an incentive for individual coaches to continue to develop through continuing education and licensing as offered by the VYSA, USSF, and other governing entities. FASA will also provide a stipend in an amount determined by the Board to reimburse each coach for expenses incurred as a result of coaching responsibilities and duties associated with a youth travel soccer program, equipment, such as soccer clothing, shoes, coaching and training materials, phone bills, travel, meals, and postage.

II. Eligibility

A. Before becoming eligible for the coaches' compensation program a coaching candidate must meet the following conditions:

1. The candidate must execute a complete Coach's Application;
2. The candidate must execute an "Agreement of Compensation for Coaching;"
3. The Board must approve the applicant as a coach; and,
4. A FASA team must select or approve the coach for their team.

B. After becoming a member of the FASA coaching staff, a coach must continue to meet the following requirements;

1. Remain in good standing as required by FASA, USSF, VYSA, RMYSL, or other league(s) in which the coach's team participates;
2. Attend FASA Coaches' Meetings on a regular basis;
3. Participate in the travel soccer program as a Head Coach;
4. Participate in organized coaching or training programs as required by the Director of Coaching;
5. Abide by and support FASA Guidelines, Standards, and Philosophy of Coaching, the "Agreement of Compensation of Coaching;" and fulfill the continuing education requirements of FASA.
6. Agree to participate in the National "Kid Safe" Program by filling out the standard "Kid Safe" Form.

III. Salaries

A. The Board shall establish and approve a total season salary for each coach prior to the start of each season.

B. The minimum level of compensation for each coach shall be based upon his or her coaching certification/licensing as follows:

1. A License \$ 1,500.00
2. B License \$ 1,200.00
3. C License \$ 1,000.00
4. D License \$ 700.00
5. Certificate or lower \$ 500.00

C. Coaches returning to the FASA are eligible for a five percent (5%) increase in base salary at the start of each Fall season.

D. Stipend: Each coach shall be paid a \$175.00 stipend per season for reimbursement of expenses.

E. Continuing Education Costs: FASA will reimburse each coach as much as \$100.00 per season for the cost of Continuing Education courses or clinics provided the coach submits proof of attendance to the Treasurer.

F. Licensing Costs: Coaches may be reimbursed for expenses associated with attaining licenses upon the recommendation to the Board by the Director of Coaching. A coach completing a USSF A License course or International Licensing Course will be eligible for reimbursement only after providing 8

hours of coaching instruction to FASA. A coach who is reimbursed for licensing costs shall coach a FASA team for at least the two seasons immediately following his or her receipt of the license, or

return all amounts paid by FASA as reimbursement for the license, unless waived by the Board.

IV. Method of Payment

A. Source: The sum of all coaching salaries and stipends shall be paid by the active rostered players of all FASA teams. This amount shall be referred to as the "Coaching Fee and Stipend," and shall be provided to FASA contemporaneously with player registration fees for each season. Failure to pay this fee shall result in a player being declared "Not in Good Standing." The Coaching and Stipend Fee and General Membership Fee is waived for the Commissioner, Travel Director, Secretary, and Registrar.

B. Payment: Coaches shall be paid according to the following schedule:

1. One-half of salary within one week following the fifth regularly scheduled game of each season;
2. One-half of salary and full stipend within one week following the last regularly scheduled game.

C. Salary and stipend for a coach unable to complete the season shall be paid at a prorated amount equal to the coaches total salary and stipend for the season divided by the number of games actually coached.

FASA Coaches Compensation Policy
Exhibit C

I. General Policy Statement:

FASA is committed to providing the highest level of coaching for its travel soccer program.

II. Coaches Education and Licensing Requirements

A. A coach must receive an "E" Level Certificate or higher within *one* year from the date that the coach was initially selected and approved as a FASA Head Coach.

B. A coach must receive a "D" License or higher within two years from the date that the coach was initially selected and approved as a FASA Head Coach.

FASA Playing Up Policy Exhibit D

General Policy

Playing up is the concept whereby a player participates in a higher age group than his age dictates. Each coach should consider the development of the individual player who requests to "play up".

The purpose of a player "playing up" is to enhance that player's level of play. "Playing up" is to be considered an option for a player who demonstrates an exceptional or outstanding ability and commitment to soccer while developing to his/her fullest potential within the limitations of the FASA youth soccer program. The player, along with his/her parents must request the opportunity to "play up". No Coach should approach a player, such as to "recruit" the player, without first contacting the player's current coach.