

FREDERICKSBURG AREA SOCCER ASSOCIATION, INCORPORATED CONSTITUTION AND BYLAWS

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 08/17/98, Amended 11/17/98
Amended 01/14/09

Article I. Name

Section 1. Organization Name

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

Section 2. Travel Team Name

The name "FASA" 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. The top team in the age group shall be named FASA Elite and the second team named FASA Premier. Additional teams within an age division will be followed by a color, for example, The FASA UI3, 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 various leagues that FASA so chooses to affiliate with.

Section 3: Advanced Skills Development League Classic Team Names

The name "FASA" followed by a nickname of choice. These age groups will coincide with the ASDL policy manual.

Article II. Mission Statement and Club Philosophy

Section 1. Mission Statement

The aim of FASA is to provide administration to Recreation and Travel Soccer teams where each team member is provided an opportunity to:

1. Develop both individual as well as team skills in the game of soccer.
2. Develop good sportsmanship and promote behavior resulting in fair play that would reflect favorably upon FASA.
3. Play competitively in games (and tournaments for travel teams) for the mutual enjoyment of team members as well as spectators.

Section 2. Club Philosophy

FASA is devoted to young athletes and their love of the game. FASA is a community of soccer players, families and coaches dedicated to maintaining a positive atmosphere for athletes to compete through the sport of soccer - and to promote and encourage camaraderie among club members through team participation in athletic events. The ongoing mission of the FASA Soccer Club is to educate players, families, coaches, referees and administrators to maintain a high level of current knowledge in this sport without losing sight of good character, judgment, honesty and fair play. With this mission in mind, FASA Soccer Club hopes to develop players who are confident in their soccer skills, but equally committed to being a positive influence in their community.

We are committed to:

- The overriding principle of fun and fulfillment in the soccer experience for the youth player. The game is for the kids.
- Providing a positive soccer experience for all in the greater Fredericksburg, Spotsylvania and Stafford area who desire to participate.
- Providing a model of excellence in sportsmanship and conduct in players, coaches, parents and spectators.
- Providing opportunities for the education and training of parents, coaches, players and referees.
- Providing the opportunities for players to achieve goals and attain high-level skills through competitive soccer.

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 calendar year of the Club shall commence on the first day of January and terminate on the last day of December 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.

Section 2. Participant

Any person who serves as an Officer, Coach, or acts in any capacity that lends assistance to the Club's 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. Executive Board Voting Rights

There is an 11 member Board of Directors, consisting of the following elected officials:

President
Vice President
Secretary
Treasurer
Club Registrar
Director of Coaching
ASDL Director
Boys Team Representatives (2)
Girls Team Representatives (2)

The board's primary responsibilities will be to provide direction to the Club concerning soccer issues and manage the activities of the club. The board will vote on all motions and proposals for the Club.

Article V. General Membership Meetings

Section 1. Monthly Meetings

A Board meeting shall be held monthly. Team representatives are also invited to attend monthly meetings. The election of the Board of Directors and Officers will be conducted every two years during the August meeting of even numbered years.

Section 2. Conduct Committee

The Vice President may call a special conduct committee with seven days notice prior to the meeting. The committee will be made up of 3-5 team managers selected by the Vice President. See Article IX.

Section 3. Quorum

Representation from a "Simple Majority" of the Board of Directors at a Board meeting shall constitute a quorum.

Article VI. Nomination, Election and Term of Board Members

Section 1. Nomination

The President 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 President.
- d. The Nominating Committee will count the ballots and give the results to the President who shall announce the results to the membership. In case of a tie vote, the President shall break the tie.

Section 3. Composition of the Board of Directors

The Board of Directors consists of a President, Vice President, Secretary, Treasurer, Club Registrar, Director of Coaching, ASDL Director, (2) Boys Team Representatives, and (2) Girls Team Representatives.

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.

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 President without a Meeting

When in the best interest of the club, the President may take any action necessary without a meeting if consent is in writing and is agreed to by a majority of the Directors. An email response is considered the same as a signature. 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 President

The President 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 President shall appoint Committee Chairpersons as soon as practical after taking office. The President shall be the Club Representative to any legal matter in which the Club may be involved. This is a paid position as per the approved annual budget.

Section 1.2 Vice President

The Vice President is responsible for attending meetings and filling in for the President on an as-needed basis, serve on various committees' on an as-needed basis, manage the Kidsafe program, work on conduct issues and all other administrative issues, and assist the fundraising committee. The Vice President's primary role is to support the Club President primarily in administrative issues. There are no "direct-reports" to the Vice President position. Qualifications should be focused on the Administrative issues of the President position, since that is the primary function of this role.

Section 1.3 League Representatives

There will be one league representative for each league FASA teams compete within including: NSCL, WAGS, ODSL, VSLI, and/or other approved leagues. This is a paid position as per the approved annual budget.

Section 1.4 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.

Section 1.5 Treasurer

The Treasurer prepares the annual budget, pays bills, and ensures that FASA is compliant with all tax guidelines and gives monthly budget status and financial statements to the President. 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 a voting member of the Board of Directors. This is a paid position as per the approved annual budget.

Section 1.6 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 a voting member of the Board of Directors. This is a paid position as per the approved annual budget.

Section 1.7 Registrar

The Registrar is the contact person with the state Registrar and shall handle travel applications. The Registrar is a voting member of the Board of directors. This is a paid position as per the approved annual budget.

Section 1.8 Technical Director

The Technical Director is responsible for instituting, implementing, and operating programs of progressive skill and development for FASA players and the development of FASA coaches; this shall constitute the work on which the Technical Director maximizes his time and effort. The FASA Technical Director shall develop and implement a system that provides for the guidance and support of players by their coaches regarding their development. The FASA Technical Director will manage the annual budget set aside for training programs, camps, etc. The Technical Director will use the budget dollars to pay for qualified trainers (including him/herself) to execute the training programs. This will maximize the benefits for and development of the FASA players and coaches. This is a paid position as per the approved annual budget. The Technical Director position will be hired by the board and will be under contract to FASA. Each contract will run for a period of three (3) years. It is not an elected position.

Section 1.9 Advanced Skills Development League Director

The ASDL Director is responsible for promotion of the ASDL program, player registration, work with the FASA Director of Coaching to develop and execute quality training programs, provide training resources for our Classic coaches (with direction from DOC), day to day operational issues including: scheduling of practices and games, field reservation (work with FASA Field coordinator to complete this process), schedule referees, deal with all administrative issues, and update the league rules as needed. This is a paid position as per the approved annual budget.

Section 1.10 Field Representative

The Field Representative is responsible for: Field Loader information for all leagues (will work with DOC to coordinate), Insure that the fields are lined - preseason and every week during season, Game reschedules (work with leagues and league representatives), Trash cans emptied (fields policed for trash), Goals set up / maintained and nets tightened as needed (checked weekly), Nets taken down after season - put up before season, Coordinate Schedule set up & maintained for practice fields (practices & scrimmages) with the FASA Office Administrator, Coordinate Mowing schedule / Cover schedule / Fertilizing schedule / etc. with Field Maintenance Company (for Hotspur Park and other FASA field locations), Field Equipment & Supply Maintenance (make sure we have paint, supplies, etc. necessary for any/all Field Maintenance), Inspect fields in timely manner for weather cancellation decision (games / tournaments / etc.), Insure that the Insurance form located on the VYSA web site is completed on each and every field where FASA teams/players practice or play. This is a paid position as per the approved annual budget.

Section 1.11 Team Manager

The Team Manager will be appointed by the coach and will handle all of the administrative obligations of the team they represent. The Manager serves as liaison and information conduit between their team and the Club. They must also provide specific administrative requirements to and from FASA (e.g. financial reporting). The Team Manager cannot be the coach.

Section 1.12 TOPSoccer Program Director

The TOPSoccer Program Director is responsible for Managing all aspects of the program including: Spring and Fall Seasons, Establish dates/times for sessions, Equipment, Administrative issues, Promotion, Buddy Scheduling, and to work with VYSA to secure any support (i.e. equipment) that they are able to provide.

Section 1.13 College Scholarship Program Director

The College Scholarship Program Director is responsible for obtaining a selection committee each year to select from the candidates and choose the winners. The Program Director will notify the winners and present the awards during the May Board Meeting each year. Eligibility requirements are detailed in the College Scholarship Program.

Section 1.14 Team Representatives

The Team Representatives are responsible for discussing issues with the teams they represent and voting accordingly. There will be two (2) Representatives for the Girls Teams and two (2) Representatives for the Boys Teams. All four will serve on the FASA Executive Board for a period of two years as described in the election process.

Section 1.15 Office Manager / Club Administrator

The Office Manager / Club Administrator is responsible for Scheduling the office for meetings; Scheduling practice fields and scrimmages; Develop a managers checklist using the managers resource page; Be the primary resource for team managers to contact with questions; Help all new managers set up their travel book; Help the find forms and insure everything is completed properly; Work with league reps and registrar to be sure teams are registered properly; Handle all aspects of the registration process for both Travel and ASDL; Be the primary point of contact for all questions from parents and other members; Familiarize herself with the FASA website and all FASA programs (Know who the primary contact/resource is on each program and where to find information and assist parents); Keep office clean and organized; Maintain coach and team manager contact list and insure it is always up to date (send changes to Webmaster to update website); Set up and organize filing system to include Copies of coaches contracts, W9's and other pertinent forms / paperwork. This is a paid position as per the approved annual budget.

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 annually. They will confer with Chairpersons of the other Committees to develop an annual budget.
- b. Fields, Safety and Equipment Committee - The Field Representative 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 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 Fundraising director(s) 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 President 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 President shall appoint a member of the Board of Directors to fill vacancy occurring in the Executive Board other than that of the President.

Section 4.1 Vacancy of the President

In the event the President vacates the office, the Vice President will take on the President's responsibilities until a permanent replacement is elected. 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. The Penalty for violations of the Code of Conduct will be determined by the FASA President. Appeals may be requested and will follow the procedure detailed in Article V., Section 2.

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. Team Structure

Section 1. Overview

1. The Elite team must play in NCSL, WAGS or VCCL. Note: Only exceptions are teams on the waiting list to get in.
2. The Elite team must play in all State Cup competitions (no exceptions). This begins at U12 – and is a requirement (all FASA Elite teams must compete in State Cup every year). The State Cup Fee will be paid by FASA for all Elite Teams.
3. The Elite team must apply to the highest-level tournaments. The goal is to build a resume so that our teams can be accepted into showcase events. FASA's Technical Director will provide a list of preferred tournaments for all level teams.
4. FASA will conduct open tryouts for every age group each season. Tryouts will be conducted by the head coaches within the age group along with evaluators assigned by the Technical Director and DOC. The Elite team Head Coach will make the final roster decisions in consultation with the evaluators, TD & DOC for the top team – and the head coaches of the Premiere & other teams will select in order from the remaining players. This will be done working together with the best interest of the players, teams and club in mind.
5. Each player must earn a roster spot based on their ability (not just because they have been on the team in the past). There are no guaranteed spots for any player at the Elite level.
6. The Elite team must have a minimum of 2 training sessions per week (preferably 3 for U13 and up) and offer specific Goalkeeping training for their GK's (preferably FASA's GK training program). They should also offer additional training opportunities in between seasons – and encourage their players to attend skills camps (individual and/or team).

7. As the teams get in the U15 & above age groups - the Elite team must help players interested in college soccer with résumés, contacts, etc. and apply for as many showcase events as possible. FASA will help and offer assistance in this process (the College Prep Coordinator will support the coach and oversees the entire College Prep program)
8. The Elite Team Coach is also considered the Age Group Coordinator and must maintain a presence with all other teams in the age group. This includes attending and/or running training sessions for other teams; coordinating and managing tryouts for the entire age group; scouting players from the other teams in conjunction with the head coach of the Premiere or other teams; working with the Technical Director on decisions regarding player movement; be involved in the selection process for the other teams with the Technical Director and Director of Coaching.

Section 2. Goals

The goal of each age group that has multiple teams is to work together. All coaches should meet on a regular basis along with the Technical Director and Director of Coaching to review:

1. Players that should be considered for the Elite team
2. Players that are struggling on the Elite team and may need time to develop with less pressure and stress.
3. Consistent messages to all parents in every age group (all parents from all teams should be getting the same message and be aware that the training expectations for all FASA teams are extremely high). All FASA travel teams are competitive and have quality coaching.
4. Coaches must meet prior to tryouts and organize the entire process. There can be no confusion with players or parents. All must be on the same page.
5. If there are disputes or problems, the Technical Director and DOC will meet with all head coaches and we will resolve all issues as a “team” working together.

Section 3. Other Clarifications

1. The Elite team will have first choice on all new and/or undeclared players (at tryouts – or that move to the area).
2. Coaches will not directly recruit players from any team. If the Elite team coach is interested in a player on another team, they will go directly to the head coach to discuss, not contact the player or parent directly. We want the players to have the opportunity to grow and be pushed to the highest level, but this must be done in a professional manner and always starts between the coaches. Quality coaching is what prepares them to compete at the highest level.

3. No players will be “forced” to move to an Elite team. For example, if a player requests to stay with their current team (for social, family, financial, etc. issues), that is acceptable. The only requirement is that the player must meet with the Technical Director to review the opportunity and discuss the options.
4. FASA expects head coaches to “coach” and “train” their teams. FASA will continue to help provide training assistance and programs through our TD to help “train the trainer”. Coaches that want additional trainers must contact the TD for approval and they must use approved FASA trainers. We fully support coaches that want to bring trainers in from time to time for a change of pace (and the TD or DOC will also run sessions upon request), however, the head coach should be the primary trainer, especially for our Elite teams. If an Elite team plans to use a trainer as the primary “coach”, this needs to be approved by the TD.
5. Player Fee Refund Policy. Once a member pays his/her player fees, the club considers such a payment to be non-refundable. This policy is particularly relevant to members who voluntarily withdraw from their team after their name has been placed on the team roster and have met all financial obligations to the Fredericksburg Area Soccer Association (FASA). Circumstances in which members seek transfer to another soccer club, freely which to discontinue their membership in a FASA team, or were involuntarily removed by a coach due to player misconduct or for non-participation on FASA activities, no part of the player fees will be reimbursed by the Club or Team.
6. Pro-Rated Fee Structure. If a player joins a FASA team after the season has started, their fees will be prorated based on the number of games they will participate in.
7. Mandatory Fall Fundraiser. All players must participate in the Club’s Mandatory Fall Fundraising Program.

Section 4. Dissolution of Team

In the event of the Dissolution of the Team, after paying or making provision for the payment of all liabilities of the Team, all remaining assets shall be transferred and conveyed to the Club.

Article XIII. Dissolution of Club

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 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.

Policy and Procedure Handbook:

Addendum

- a. Good Standing Policy
- b. Tryouts
- c. Financial Aid
- d. Uniforms & Equipment
- e. Code of Conduct
- f. Manager's Policies and Procedures

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 President and/or 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.

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, and the youth soccer leagues where our teams compete. The FASA Board of Directors is responsible for establishing the "Official Tryout Period."

Official Tryout Period

FASA will conduct open tryouts for every age group each season. Tryouts will be conducted by the head coaches within the age group along with evaluators assigned by the Technical Director and DOC. The Elite team Head Coach will make the final roster decisions in consultation with the evaluators, TD & DOC for the top team – and the head coaches of the Premiere & other teams will select in order from the remaining players. This will be done working together with the best interest of the players, teams and club in mind. Each player must earn a roster spot based on their ability. There are no guaranteed spots for any player.

Official Notification of Player Selection

1. All players trying out for a FASA team will be notified verbally or in writing by the coach within seven days after tryouts conclude.
2. At the conclusion of registration, copies of the official roster must be submitted to the Registrar, League Representative and Treasurer.
3. 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. 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 and Technical Director will establish guidelines and procedures for conducting tryouts.

Procedures

1. With guidance from the Technical Director and Director of Coaching, 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.
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: 4v4, 5v2, and/or 7v7 (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.

FASA Financial Aid Policy

Exhibit E

For many years Fredericksburg Area Soccer Association has awarded Financial Aid for local soccer players. In 2006 was renamed in honor of Justin Armitage and will be expanded to offer additional scholarships. In an effort to help deserving players who may not otherwise be able to afford the expense of select soccer, FASA established this Scholarship Program. This program is intended to provide financial assistance to qualified players. Qualification takes into consideration financial needs as well as other factors that may influence a player's ability to pay club fees. Parents/Guardians of scholarship applicants should meet the requirements outlined in this program. Parents/Guardians whose income exceeds the Income Eligibility Guidelines may request financial assistance. The FASA Board of Directors, on a case basis, will address these individual hardship requests. The total scholarship value is \$125 and will help cover per player fees only. There are three levels of financial assistance available:

- A) Full Scholarship 100%,*
- B) Partial Scholarship 75%*
- C) Partial Scholarship 50%,*

Applications for scholarships are available in both the fall and spring seasons. Application forms are available on the FASA website (www.hotspurs.org) or the FASA Office and must be sent to the FASA Treasurer. All applications will be handled in a confidential manner. The Scholarship Committee, approved by the Board of Directors, will review all scholarship applications. Parents/Guardians will receive notification of the Committee's decision.

Uniforms and Equipment Addendum D

FASA will direct the players on a specific uniform that will be required – no exceptions. The uniform and color combination will be specified in the uniform policy. Other additional clothing (warm-up pants, etc) will be allowed according to FASA's uniform policy, USSF/FIFA Laws of the Game and/or league rulings. The uniforms are the property of the players. Each player is required to have the team uniform consisting of jerseys, shorts, and socks, soccer shoes, and a pair of shin guards. The only logo or patch permitted as part of the uniform is the official FASA logo.

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.

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 Vice President to investigate and act on all appeals. The committee will consist of the Vice President and 3-5 appointed members of the club appointed by the Vice President, for each necessary instance.

Manager's Policies and Procedures Addendum F

The Club has specific policies and procedures that must be followed by team managers. The Manager is responsible to insure all Team/Club Officials have completed the KidSafe program each season. The FASA Office Manager / Club Administrator is designated as the team manager's primary support person. Details about our team manager policies and procedures can also be found on our club website (www.hotspurs.org).

**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. FASA coaching contract - completed, dated, and signed.
- c. Coaches will be selected and hired by the FASA Director of Coaching and Technical Director.
- d. W9 form - completed, dated, and signed. Abide by and support FASA Guidelines, Standards, and Philosophy of Coaching.
- e. An unlicensed coach shall have one year to obtain at least a "USSF E Certificate" or "D License." See Exhibit C – 2C for exceptions.
- f. Remain in good standing as required by FASA and its affiliation with the USSF, VYSA, and all league affiliations.
- g. Will attend Fredericksburg Area Soccer Association Club Inc. Coaches meetings.
- h. The Head Coach must conduct his responsibilities and duties as defined by the coaching contract.
- i. Administer and participate in organizational coaching or training programs as requested by the Director of Coaching.
- j. 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.
- k. In accordance with the FASA policy and its terms for granting monetary compensation in regards to the position of Head Coach as defined in the coaching contract. The amount of compensation will be determined by the FASA Director of Coaching and Technical Director as approved by the FASA Board. As part of the Head Coach application, it is understood that all coaches 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. This includes, but is not limited to, the "Kid Safe" program.

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

I. 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 a FASA Coach's Contract;
3. The Director of Coaching and/or Technical Director must approve the coach for the specific team and/or age group.

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, WAGS, NCSL, ODSL, VSL, 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 Coach's Contract, 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.

II. Coaches 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 established in the coaching contract. Compensation will be based on factors including, but not limited to, experience, license level, and elite or premier team coach.

C. Stipend: Each coach shall be paid up to \$250.00 stipend per season for reimbursement of expenses. Receipts will be required for any reimbursement.

D. Continuing Education Costs: For anything above the D National License, FASA may reimburse coaches for some of the cost of continuing education courses or clinics, provided the coach submits proof of attendance to the Treasurer. This must be pre-approved by the Director of Coaching prior to attending the course and will be done on an individual basis.

III. Method of Payment

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

1. Salary will be paid in two payments as detailed in the coaching contract.

B. 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.

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.

C. The Technical Director or Director of Coaching may choose to bypass the licensing requirement based on coaching experience and other pertinent factors. This approval must be in writing.

FASA Guest Player and Playing Up Policy

Exhibit D

A. All Guest Players must be cleared by the FASA Technical Director. A Guest Player is any player on a FASA team to guest play on another team (both within FASA and outside of FASA) and any player from another club you would like to have guest play on a FASA team.

The purpose of this policy is to provide professional communication from the FASA Technical Director to other club Technical Directors. This policy will protect FASA Players and assist FASA in building positive relationships with other Elite Soccer Clubs.

B. All Age-Waived Players must be approved by the FASA Technical Director. The purpose of this policy is to place players on the appropriate team in the best interest of the player, with respect to player development. It is not intended to split or break up existing teams with age-waived players. Each instance will be evaluated in the best interest of the player, team, and club. This will be fully implemented in the Fall of 2009.

FASA Team Transfer Policy

Exhibit E

No FASA Team will be allowed to transfer to any other club between the Fall and Spring season without written executive board approval.

FASA Equipment Policy

Exhibit F

Each team is responsible for game and practice soccer balls, training equipment (cones, etc.), corner flags, and any other equipment necessary for practices and games.