

BYLAWS

OF THE

UNITED STATES YOUTH SOCCER ASSOCIATION, INC.

As of July 22, 2023

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1 2 3 4 5	BYLAWS OF THE UNITED STATES YOUTH SOCCER ASSOCIATION, INC.
5 6 7 8	ARTICLE I NAME
9 10 11	This nonprofit educational organization shall be incorporated as United States Youth Soccer Association, Inc.
12 13 14	ARTICLE II PURPOSE
15 16 17 18	The purposes of this organization shall be as stated in the charter of the United States Youth Soccer Association, Inc., hereinafter referred to as USYSA. The organization is a national association member of the United States Soccer Federation, hereinafter referred to as Federation.
19 20 21	ARTICLE III DEFINITIONS
22 23 24 25	 Except as otherwise provided, these definitions apply to these bylaws and all policies of USYSA: 1. "Amateur Sports Act" means the Ted Stephens Olympic and Amateur Sports Act (chapter 2205 of title 36, United States Code). 2. "Board of Directors" means the board of directors of USYSA established under Article XIII.
26 27 28 29 30	 "Federation" means the United States Soccer Federation, Inc. "FIFA" means the Federation Internationale de Football Association of which the Federation is the national association member for the United States. "Individual Member" means an individual who is a member as provided under
31 32 33	 Article IV. 6. "National Council" means the National Council of USYSA as provided under Article XI.
34 35 36 27	 "Organization Member" means an organization that is classified as such a member of USYSA as provided under Article IV. "Region" means one of the geographical areas composed of the State Association members located in that area as provided under Article VIII
 37 38 39 40 41 	 members located in that area as provided under Article VIII. 9. "Regional Council" means an advisory body as provided under Article VIII. 10. "Regional Representative" means that person who is elected by the regional council to represent the general membership on matters of interest or concern to the board of directors as provided under Article VIII.
41 42 43 44 45 46	 "Seasonal Year" means that period of time beginning September 1 of one calendar year and ending on August 31 of the immediately following year. "Team" means a group of soccer players playing on the same side in soccer games. "TOPSoccer" means a community based soccer program that is designed to meet the needs of players with physical and/or mental disabilities. The program is geared

47 48	toward player development. Athletes are placed on teams according to ability, not by age, and the rules of play, team formation, age restrictions are modifies accordingly.
49	Maximum age restrictions contained elsewhere in these bylaws and policies of
50	USYSA do not apply to TOPSoccer program participants.
51	14. "USYSA" means the United States Youth Soccer Association, Inc.
52	15. "USOC" means the United States Olympic Committee that is the corporation
53	established under the Amateur Sports Act to oversee all amateur athletic activity in
54	the United States.
55	16. "Youth Player" means an individual who is an Amateur player and who has not
56	reached 20 years of age prior to December 31 for the current seasonal year.
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58	ARTICLE IV
59	MEMBERSHIP
60 61	Section 1 Eligibility The membership of USVSA is open to all second organizations and all
62	Section 1. Eligibility. The membership of USYSA is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators, and officials without discrimination
62 63	on the basis of race, color, religion, age, sex, or national origin.
64	Section 2. Categories. USYSA shall have the following membership categories:
65	A. Organization Members.
66	1. Affiliate. To qualify for affiliate membership, an organization shall be a youth sports
67	organization that conducts soccer programs in at least five (5) states of the United
68	States.
69	2. Associate. To qualify for associate membership, an organization shall be an
70	organization formed to advance a particular aspect of youth soccer, but not
71	responsible for recruiting, training, fielding, and funding of players.
72	3. State Association. To qualify for state association membership, the organization
73	must be the administrative body within a territory determined by the National
74	Council to carry out USYSA's programs for youth players.
75	B. Individual Members. An individual who is a player, coach, referee, or administrator is
76	an individual member of USYSA:
77	1. through that individual's membership or association with an organization member;
78	2. as an elected officer or member of the board of directors;
79	3. if the individual occupies an unpaid administrative position within USYSA;
80	4. as a committee member of USYSA; or
81 82	5. through the individual joining USYSA in compliance with the requirements
82 83	established by the board of directors.
83 84	C. Sustaining Members. An individual or an organization not fitting the definitions as defined by Sections 2A or 2B of this Article may be a sustaining member of USYSA for
84 85	one year upon completing a sustaining member application form, paying a yearly
86	membership fee to USYSA, and complying with requirements established by the board
87	of directors.
88	Section 3. Admission to Membership.
89	A. Organization Members. An organization desiring to become an organization member
90	of USYSA must submit a written application for membership to the chief executive
91	officer, for approval by the board of directors, which includes the following:
92	1. the classification of organization membership being applied for; and

- 2. copies of its charter, articles of incorporation, bylaws, rules, regulations, any rules of
 play, and other governing documents appropriate to understanding the structure and
 activities of the organization.
- 96 B. State Associations. There shall be only one state association serving a defined
 97 geographic area of the United States.

98 Section 4. Terms of Membership.

- 99 **A. Membership Year.**
- 100 1. Organization and Individual Member. The term of membership of an organization or individual member is for one seasonal year. However, if the member is admitted 101 102 and the membership is effective before the beginning of the next seasonal year, the initial term of membership for that member is for the balance of the seasonal year. 103 104 Membership automatically renews each seasonal year as long as the member remains 105 in good standing with USYSA, which includes: (1) being current with player registration fees, (2) not having any outstanding fines or suspension, and (3) being 106 compliant with USYSA policies. 107
- 108
 2. Sustaining Member. The term of membership of a sustaining member is for one year from the date their membership is effective. Membership automatically renews on their membership anniversary date as long as the member remains in good standing with USYSA, which includes: (1) being compliant with USYSA policies and (2) not having any outstanding fines or suspension.

B. Provisional Membership.

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- For organization membership requiring National Council approval, the board of directors may grant to, deny, or withdraw provisional membership from, an applicant applying for organization membership until the next meeting of the National Council. The application shall be submitted to the National Council at its next meeting.
- An applicant granted provisional membership as an organization member has all the rights and responsibilities of that classification of organization member granted except that the provisional member may not vote.
- Provisional membership is terminated at the end of the National Council meeting at
 which the applicant's membership is considered unless the National Council further
 extends the period of provisional membership or the applicant's application for
 membership is approved by the National Council.
- C. Change in Status. With the consent of the board of directors, an organization member 126 127 may change its organizational structure without losing its membership in USYSA. However, if the change in the organizational structure is of such a nature that it would 128 change a member from one classification of organization member to another 129 classification of organization member, the member must apply for that new classification 130 of organization member of USYSA as a new member of USYSA. For any merger of 131 state associations or any change in geographic boundaries within one or more state 132 associations, the impacted state association(s) must submit a formal application for 133 approval by the National Council. 134
- 135 Section 5. Prohibition on Transferring and Assigning Membership. Membership in USYSA 136 is not transferable or assignable. Membership terminates when USYSA dissolves, the 137 organization member or sustaining organization member dissolves, the individual or sustaining 138 individual member diss. or as otherwise provided under these bylaws
- 138 individual member dies, or as otherwise provided under these bylaws.

139	Section 6. Resignation. Any member may resign from membership in USYSA by submitting a
140	written resignation to USYSA. A vote is not required to accept a resignation from a member.
141	The resignation will be effective upon receipt by USYSA. A member's resignation does not
142	relieve the member of any obligation to pay any fees that had been accrued and were unpaid
143	before the effective date of the resignation.
144	Section 7. Reinstatement. A suspended member of USYSA may submit a written request for
145	reinstatement. The board of directors may reinstate the membership of a suspended member on
146	reasonable terms that the board considers appropriate.
147	
148	ARTICLE V
149	ORGANIZATION MEMBERS
150	
151	Section 1. General Responsibilities. Each organization member must do the following:
152	1. to the extent consistent with applicable law, comply with its bylaws and the bylaws
153	of USYSA and the Federation as they apply to the classification of member to which
154	the organization member belongs;
155	2. to the extent consistent with applicable law, comply with its policies and procedures
156	and the policies and procedures and requirements of USYSA with respect to
157	USYSA's internal operations and the administration of USYSA programs;
158	3. pay fees due USYSA by the deadline the fees are required to be paid; and
159	4. comply with the Amateur Sports Act, to the extent applicable.
160	Section 2. Authority. Each organization member shall retain its own autonomy except as
161	otherwise provided in these bylaws.
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163	ARTICLE VI
164	STATE ASSOCIATION MEMBERS
165	
166	Section 1. General Responsibilities. In addition to other requirements of these bylaws, each
167	state association shall:
168	1. adhere to its bylaws;
169	2. annually register with USYSA all of its players, coaches, and administrators;
170	3. provide USYSA at least once each seasonal year the names and information required
171	by policy for its players, coaches, and administrators;
172	4. require that each of its individual players, coaches, teams, and administrators that are
173	sponsored, financed, coached, organized, or administered by an organization
174	member register with USYSA;
175	5. provide and coordinate opportunities for every player under its jurisdiction to play
176	soccer at the developmental, intermediate, and advanced levels; and
177	6. comply with requirements pertaining to interstate, national, and international
178	competition and other competitions approved or sponsored by USYSA and as
179	
100	required by the Federation.
180	Section 2. Risk Management.
181	Section 2. Risk Management.A. USYSA and each state association are responsible for establishing and monitoring a risk
	Section 2. Risk Management.

184	1. use of an employment/volunteer disclosure statement for all volunteers, employees,
185	coaches, and program administrators who are involved with any approved or
186	sponsored program of USYSA or the state association or member of the state
187	association; and
188	2. identification of a risk management coordinator and an alternate for the organization.
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190	ARTICLE VII
191	FEES AND DISCIPLINE
192	
193	Section 1. Annual Fees.
194	A. Organization Member. Each organization member shall pay to USYSA annual fees
195	recommended by the board of directors and approved by the National Council.
196	B. Individual and Sustaining Members. The fees for individual and sustaining members
197	shall be as prescribed by the board of directors.
198	Section 2. Suspensions and Terminations.
199	A. Suspension.
200	1. Failure to Pay Fees. Any member failing to pay any fees due USYSA shall be
201	provided written notice of the delinquency. If those fees are not paid within 30 days
202	after the date of the notice of delinquency, the delinquent member may be suspended
203	from membership in USYSA after a proper hearing pursuant to Subsection 3B of
203	this Article. The member shall be notified in writing of any suspension and the date
204	on which membership will be terminated if the fees remain unpaid.
205	2. Due to Litigation.
200	(a) Any person participating in a USYSA program, or in a program of a state
207	association or a program of a member of a state association, who becomes a
208	defendant in litigation detrimental to the welfare of youth players or litigation
210	based on activities detrimental to the welfare of youth players, shall be suspended
210	from all soccer-related activities. Suspensions under this bylaw shall be
211	determined by the appropriate state association or the USYSA Board of
212	Directors. Matters detrimental to the welfare of youth players shall include, but
213	not be limited to, crimes of moral turpitude and felonies. The person has a right
214	to appeal the suspension only over whether the matter which is the substance of
215	the accusation, if true, is detrimental to the welfare of youth players.
210	(b) On completion of the litigation, the suspended person may inform the body
217	suspending the person under Subsection 2A2(a) of this Article that the litigation
218	
	has been completed and request that the suspension be terminated and the person
220	reinstated. The suspending body may grant the request of the person or, if the
221	decision of the litigation was adverse to the person, may continue the suspension
222	for a period specified by the suspending body, fine the person, terminate all
223	membership of that person with the suspending body and its members, or any
224	combination of those authorized penalties.
225	B. Termination.
226	1. The membership of a state association may be terminated by the National Council
227	for cause by a two-thirds vote of the National Council.
228	2. If the membership of a state association is terminated either by resignation from
229	USYSA or under Subsection 2A1 or Subsection 2B1 of this Article, USYSA shall

230	immediately undertake actions to replace that organization with another organization
231	having the same USYSA jurisdiction as the organization whose membership is
232	terminated. That replacement organization may include an organization established
233	and temporarily operated by USYSA.
234	3. The board of directors may terminate the membership of a sustaining member as
235	prescribed in Section 3A of this Article.
236	Section 3. Suspension, Termination and Other Penalties.
237	A. The board of directors may fine, terminate and/or impose any other penalty on any
238	member of USYSA, if the board determines that:
239	1. the conduct of the member is adverse to the best interests of soccer or USYSA; or
240	2. the member has not complied with the requirements of its membership in USYSA.
241	B. Pursuant to such alleged violation, the board of directors may act on Section 3.A. above
242	only after a hearing, reasonable notice to the member of the time and place of the hearing,
243	and providing the member with a reasonable opportunity to present evidence in support
244	of the member's position.
245	C. The board of directors may immediately suspend any member of USYSA when the
246	member's conduct is determined by the board to be illegal, a violation of USYS policy,
247	bylaws and/or the Code of Conduct. This immediate action must be followed by a
248	hearing held by the board of directors within 30 days of the notice of suspension being
249	provided to the member. The notice of suspension must provide the time and place of a
250	hearing and provide the member notice with a reasonable opportunity to present
251	evidence in support of the member's position.
252	D. Any hearing must comply with USSF Bylaw 701, and an appeal allowed by USSF Bylaw
253	704.
254	Section 4. Effect. A suspension or other disciplinary action imposed by USYSA in accordance
255	with these bylaws shall be recognized by all members of USYSA on notification by USYSA.
256	Suspensions and other disciplinary actions imposed by members of USYSA shall be recognized
257	by USYSA and all other USYSA members on proper notification to USYSA.
258	
259	ARTICLE VIII
260	REGIONS
261	
262	Section 1. Composition of Regions. Regions shall be composed as follows:
263	A. East Region: Connecticut Junior Soccer Association, Delaware Youth Soccer
264	Association, Eastern New York Youth Soccer Association, Eastern Pennsylvania Youth
265	Soccer Association, Maryland State Youth Soccer Association, Massachusetts Youth
266	Soccer Association, New Hampshire Soccer Association, New Jersey Youth Soccer
267	Association, , New York State West Youth Soccer Association, , Pennsylvania West
268	Soccer Association, Soccer Rhode Island, Soccer Maine, Vermont Soccer Association,
269	Virginia Youth Soccer Association, and West Virginia Soccer Association.
270	B. Midwest Region: Illinois Youth Soccer Association, Indiana Soccer, Iowa Soccer
271	Association, Kansas State Youth Soccer Association, Kentucky Youth Soccer
272	Association, Michigan State Youth Soccer Association, Minnesota Youth Soccer
273	Association, Missouri Youth Soccer Association, Nebraska State Soccer Association,
274	North Dakota Soccer Association, Ohio Soccer Association, South Dakota State Soccer
275	Association, and Wisconsin Youth Soccer Association.

276 277 278 279 280 281 282 283 284 285 286 287	 C. South Region: Alabama Soccer Association, Arkansas State Soccer Association, Florida Youth Soccer Association, Georgia Soccer, Louisiana Soccer Association, Mississippi Soccer Association, North Carolina Youth Soccer Association, North Texas State Soccer Association, Oklahoma Soccer Association, South Carolina Youth Soccer Association, South Texas Youth Soccer Association, and Tennessee State Soccer Association. D. West Region: Alaska Youth Soccer Association, Arizona Youth Soccer Association, California Youth Soccer Association - North, California Youth Soccer Association - South, Colorado Soccer Association, Hawaii Youth Soccer Association, Idaho Youth Soccer Association, Montana Youth Soccer Association, New Mexico Youth Soccer Association, United States Youth Soccer of Nevada, Utah Youth Soccer Association, Washington Youth Soccer and Wyoming Youth Soccer. E. The composition of regions may be amended by a majority vote of the National Council.
288	Section 2. Regional Council. Each region shall:
289	A. have a regional council composed of at least one delegate from each state association
290	within the region as provided in Article XII, Section 1C and the regional representative
291	of the respective region; and
292	B. ensure that voting will be as stated in Article XII.
293	Section 3. Qualifications of Regional Representative. The candidate for this position shall:
294	A. Be in good standing with USYSA or of any member; and
295	B. Not be a paid employee of USYSA or of any member.
296	Section 4. Duties of the Regional Council. Each regional council shall:
297	A. comply with all bylaws, rules, policies, and requirements of USYSA;
298	B. elect a representative to the board of directors whose duties are as follows
299	1. serve as chair of all meetings of the regional council;
300	2. provide notice of the regional council meetings to the state associations within the
301	region no fewer than 45 days before the date of the meeting;
302	3. provide a proposed agenda with copies of any items proposed by the regional council
303	to be considered at each meeting at least 30 days before the date of the meeting; and
304	4. if desired, vote only when the vote is by ballot, or in all other cases, to affect the
305	result of the vote.
306	C. hold at least two (2) regional council meetings each seasonal year, with one meeting held
307	concurrently with the National Council meeting;
308	Section 5. Meetings.
309	A. Any business item to be presented at a regular meeting must be submitted in writing to
310	the regional representative at least 45 days before the date of the meeting.
311	B. Special meetings.
312	1. Special meetings may be called at any time on the request of: 1) the regional
313	representative of the region; or 2) at least five state associations of the region.
314	2. The request for a special meeting shall state the items to be considered at the special
315	meeting. No other items may be considered at the meeting.
316	3. Notice of a special meeting shall be provided to each state association of the region
317	within 14 days of the meeting. The meeting must be held within 60 days of the
318	request for the meeting.
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320	ARTICLE IX
321	OFFICERS
322	
323	Section 1. Officers. The elected officers of USYSA shall be a chair, vice-chair, secretary,
324	treasurer, member-at-large, and the regional representatives.
325	Section 2. Qualifications. The candidates for elected office shall:
326	1. Be in good standing with USYSA; and
327	2. Not be a paid employee of USYSA or of any member.
328	3. Not hold more than one (1) office or serve concurrently as an officer or director on
329	the board of directors of a member organization unless prescribed otherwise by these
330	bylaws.
331	Section 3. Election of Officers. Officers shall be elected at the annual general meetings as
332	follows:
333	A. The chair and secretary are elected at the annual general meetings held in the even-
334	numbered years. The regional representatives from regions II and IV are elected at the
335	regional council meeting held concurrently with the annual general meeting held in the
336	even-numbered years.
337	B. The vice-chair, member-at-large, and treasurer are elected at the annual general meetings
338	held in the odd-numbered years. The regional representatives from regions I and III are
339	elected at the regional council meeting held concurrently with the annual general
340	meeting held in the odd-numbered years.
341	Section 4. Term of Office. All officers shall assume office at the close of the annual general
342	meeting at which they are elected except in the case of Article X, Section 1.G. All officers shall
343	serve for a term of two years or until their successors are elected or appointed. If the individual
344	is fulfilling a vacancy, the term of office or position begins immediately after being elected to
345	fill the vacancy. An individual may not be elected to any one office for more than three full
346	terms, except that an individual who is elected or succeeds to fill a vacancy of an unexpired term
347	of more than one year may not be elected for three full terms. (This bylaw shall apply at the end
348	of this meeting on 7/30/16; however those currently serving Board of Directors at the end of this
349	meeting 7/30/16 shall be entitled to serve for three terms or two full terms and a partial term in
350	their current office after the AGM on 7/30/16.)
351	Section 5. Duties of Officers. The officers shall perform the duties provided in this section and
352	such other duties as are prescribed for the office in these bylaws, by the board of directors, or in
353	the adopted parliamentary authority. In addition to the responsibilities specified in Sections A
354	through D of this subsection, the chair, vice-chair, secretary, and treasurer of USYSA shall each
355	provide an annual report 30 days prior to the annual general meeting of the National Council.
356	A. Duties of the Chair. The chair:
357	1. shall serve as chair of all meetings of the National Council and board of directors;
358	2. may execute instruments for USYSA that the board of directors authorizes to be
359	executed;
360	3. oversee the activities of the chief executive officer and act as the liaison between the
361	board of directors and the chief executive officer; and
362	4. shall perform other responsibilities assigned by the board of directors.
363	B. Duties of the Vice-Chair. The vice-chair shall:
364	1. assist the chair;

365	2. assume the responsibilities of the chair when the chair is absent, cannot act, or refuses
366	to act; and
367	3. perform other responsibilities assigned by the board of directors or the chair.
368	C. Duties of the Secretary. The secretary shall:
369	1. ensure that minutes of meetings of the National Council and board of directors are
370	taken and published; and
371	2. perform other responsibilities assigned by the board of directors or the chair.
372	D. Duties of the Treasurer. The treasurer shall:
373	1. give general oversight to the management of all USYSA funds;
374	2. make a financial report to the board of directors at each meeting and at other times
375	when requested by the chair or board of directors;
376	3. in accordance with the financial policies of USYSA, cooperate with the audit
377	committee in such a manner as to enable timely completion of an independent audit
378	of the financial accounts and transactions of USYSA;
379	4. assist the board of directors in reviewing a proposed two-year budget for USYSA in
380	consultation with the chief executive officer; and
381	5. perform other responsibilities assigned by the board of directors or the chair.
382	E. Duties of the Member-at-Large and Regional Representatives. The member-at-large
383	and regional representatives shall:
384	1. represent the general membership on matters of interest or concern; and
385	2. perform other responsibilities assigned by the board of directors or the chair.
386	Section 6. Removal from Office. Any officer referred to in Article IX, Section 1 or director
387	referred to in Article XIII, Section 1 when serving as a member of the board of directors may
388	be suspended or removed under Article VII, Section 3, or may be removed:
389	A. if appointed into office, by a majority vote of the members entitled to vote for that office;
390	B. if appointed into office by the Board of Directors, by a majority vote of the Board of
391	Directors; or
392	C. if appointed into office by a Regional Council, by a majority vote of the respective
393	Regional Council.
394	Section 7. Vacancy in Office.
395	A. If the office of chair becomes vacant for any reason, the vice-chair shall become the
396	chair for the balance of the term.
397	B. If the office of vice-chair, secretary, treasurer, member-at-large, independent director, or
398	athlete member becomes vacant for any reason, the remaining members of the board of
399	directors may elect an individual to the office or position to fill the vacancy until the
400	next National Council meeting.
401	C. If the office of a regional representative of a region becomes vacant, the regional council
402	of the region may elect an individual to fill the vacancy at the next regional council
403	meeting, for the balance of the term.
404	D. However, if a vacancy is caused by an election during a National Council meeting, the
405	election to fill the vacancy for the balance of the term shall occur during that National
406	Council meeting, or the next regional council meeting if applicable.
407	Section 8. Restrictions. No officer referred to in Article IX, Section 1 or director referred to in
408	Article XIII, Section 1 may:
409	A. receive compensation (except for reimbursement for expenses) for services as an officer
410	or director;

411	В.	be an officer or a member of the board of directors of any organization member of
412		USYSA or the Federation, except as provided otherwise in these bylaws; or
413	C.	be a paid employee of, or receive compensation (except reimbursement for expenses)
414		from USYSA, any organization member of USYSA, or the Federation.
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416		ARTICLE X
417		NOMINATIONS AND ELECTIONS
418		
419		n 1. Governance and Nominating Committee.
420	А.	Membership. The governance and nominating committee shall consist of five (5)
421		members.
422	В.	Eligibility to Serve. Current board members may not serve on the governance and
423		nominating committee.
424	C.	Term. Two (2) years and may serve two (2) terms.
425	D.	Election of Members. Each regional council shall appoint one member of the
426		committee and the USYSA Chair, in consultation with the board of directors, shall
427		appoint one member of the governance and nominating committee who shall serve as
428		the committee chair. Midwest and West Regions shall appoint their members in odd
429		years and East and South Region members and the Governance Committee Chair shall
430		be appointed in even years. (For transition purposes, only once and contrary to "Section
431		C. Term" above, the current members from the Midwest and West Regions shall serve
432		an additional one year added to their current term).
433	Е.	Vacancies. Vacancies in the membership of the committee shall be filled in the same
434		manner specified in Section 1D of this Article.
435	F.	Duties. When a board position is going to become available due to a current director's
436		term ending, or becomes available due to the resignation or removal of a director, the
437		board shall have the right, but not the obligation, to provide the governance and
438		nominating committee with a written description of the skills and experiences the board
439		feels would be beneficial to the association in its next board member. The governance
440		and nominating committee shall recruit candidates and accept nominations and consider
441		the qualifications of candidates proposed by the membership or the governance and
442		nominating committee. Candidates proposed by the membership must be submitted to
443		the committee no later than 60 days prior to the annual meeting. The governance and
444		nominating committee shall provide to each member, at least 30 days prior to the
445		election, a written description setting forth the committee's views regarding the
446		qualifications, skills, and experiences making each candidate a good selection for the
447		board. The governance and nominating committee shall submit at least one (1) name for
448		each office to be filled. The committee will bring forth all the names of submitted
449		candidates. At each annual meeting, the National Council shall vote upon the
450		candidate(s) as presented by the governance and nominating committee; in the same
451		manner, regional representatives shall be elected by the region. Election shall be by
452		majority vote.
453	G.	Nominations from the Floor. Nominations from the floor are not allowed unless there
454		are no candidates for an office to be elected. Persons elected by nomination from the

floor may not assume their elected position until they have passed a USYS background
 check and have been vetted by the Governance and Nominating Committee. This review

457	process will be accomplished within 30 calendar days from receipt of the elected
458	person's background authorization/disclosure.
459	
460	ARTICLE XI
461	NATIONAL COUNCIL AND MEETINGS
462	
463	Section 1. Composition. USYSA has a National Council that is composed of representatives of
464	organization members and the board of directors.
465	Section 2. Authority. The National Council has the following authority to:
466	A. amend the charter and bylaws of USYSA;
467	B. approve an annual budget;
468	C. approve prior actions of the board of directors;
469	D. approve minutes of prior meetings;
470	E. elect all officers, independent directors, and athlete member except the regional
471	representatives;
472	F. elect commissioners of the Federation's Youth Council Administrative Commission,
473	and board of directors;
474	G. approve player registration fees;
475	H. approve applications of organization members; and
476	I. terminate memberships of organization members after a hearing.
477	Section 3. Regular Meeting.
478	A. Annual General Meeting. The National Council shall hold an annual general meeting
479	during the time period of June 1 through August 31.
480	B. Notice of Meeting. USYSA shall provide to each organization member and the board
481	of directors:
482	1. no more than 60 days but no fewer than 45 days before the date of the meeting, notice
483	of the annual general meeting, giving the date, time, and location of the meeting; and
484	2. at least 30 days before the date of the meeting, a proposed agenda with copies of
485	reports of officers and any items proposed to be considered at the meeting.
486	C. Business Items. Any business item (other than proposed amendments to the charter or
487	bylaws of USYSA) to be presented at an annual general meeting must be submitted in
488	writing to USYSA at least 60 days before the meeting.
489	Section 4. Special Meetings. A special meeting of the National Council may be called at any time on memory of (a) the Chain of USVSA. (b) a majority of the bound of directory on (c) at
490	time on request of: (a) the Chair of USYSA; (b) a majority of the board of directors; or (c) at
491	least 15 organization members of USYSA. The request shall state the business items to be
492	considered at the special meeting. No other items may be considered at the meeting. Notice of
493	a special meeting shall be provided to each organization member and the board of directors and
494 495	shall include the date, time, place, and location as well as the business item(s) to be considered.
495 496	The meeting notice must be sent to the National Council members at least 30 days prior to the meeting date.
	e
497 498	Section 5. Location of Meetings. The board of directors may designate any place within the United States as the place of meeting for a meeting of the National Council.
498 499	
499 500	Section 6. Voting Body. The voting body of the National Council meetings shall be as prescribed in Article XII.
	-
501	Section 7. Quorum. A quorum for any National Council meeting shall be a majority of the total

502 number of eligible votes of all members.

503 504	ARTICLE XII VOTING BODY
505	
506	Section 1. State Associations.
507	A. Each state association is entitled to vote at National Council meetings, regional council
508	meetings, and the Federation National Council meetings. A state association shall have
509	the following number of votes:
510	(1) $100-1,000$ players -1 vote.
511	(2) $1,001-5,000$ players -2 votes.
512	(3) $5,001-25,000$ players -3 votes.
513	(4) $25,001-50,000$ players – 4 votes.
514	(5) 50,001-100,000 players - 5 votes.
515	(6) 100,001 players and over -6 votes.
516	B. At each National Council meeting and regional council meeting, the number of votes of
517	a state association is based upon Section 1A of this Article unless prescribed otherwise
518	by Section 1C of this Article. For the purposes of calculating the number of votes, the
519	number of players is defined as the number of players registered by the state association
520	with USYSA for the immediate, prior seasonal year or the current seasonal year,
521	whichever is greater. The determination of the number of votes for the current seasonal
522	year shall be as of 30 days before the beginning of the National Council meeting or, if a
523	mail vote, 30 days before the material on the mail vote is distributed.
524	C. At each regional council meeting, the number of votes of a state association is based
525	upon Section 1A of this Article or voting will be one vote for each state association.
526	However, for voting on any elections, Section 1A of this Article must be followed.
527	D. At National Council meetings and regional council meetings, a state association may
528	have delegates at each of those meetings equal to the number of votes it is allowed to
529	cast at the meeting and an alternate to each delegate. All votes of the state association
530	may be cast by any of the delegates present at the time of the vote even if all of its
531	representatives are not present.
532	Section 2. Affiliate and Association Members. Each affiliate and associate member is entitled
533	to one vote only at National Council meetings.
534	Section 3. Officers and Board of Directors.
535	A. Each member of the board of directors, except the individual chairing the meeting, is
536	entitled to one vote each at National Council meetings.
537	B. The individual who is chairing a meeting of the National Council may vote only when
538	the vote is by ballot or, in all other cases, to affect the result of the vote.
539	Section 4. Individuals and Sustaining Members. Except as otherwise provided in these
540	bylaws for officers or members of the board of directors, individual and sustaining members are
541	not entitled to vote at any meeting.
542	Section 5. Proxy. An organization member having a vote at a meeting of the National Council
543	may have its votes cast by proxy. The proxy must be in writing, signed by an elected
544	President/Chair or their designee, specify the date on which the proxy was executed, and specify
545	the meeting for which the proxy is effective.
546	Section 6. Voting by Mail. The board of directors may authorize the members of the National
547	Council to vote by mail on any matter on which the membership of the National Council may
548	vote.

548 vote.

549	Section 7. Limitation. An individual may vote at any meeting of USYSA in only one capacity.
550	
551	ARTICLE XIII
552	BOARD OF DIRECTORS
553	
554	Section 1. Composition. The USYSA Board of Directors is composed of: ¹
555	A. the chair;
556	B. the immediate past chair, as provided by Section 3 of this Article;
557	C. the vice-chair;
558	D. the secretary
559	E. the treasurer;
560	F. the member-at-large;
561	G. four (4) regional representatives;
562	H. two (2) independent directors, as provided by Section 4 of this Article;
563	I. one (1) athlete member, as provided by Section 5 of this Article;
564	J. and the chief executive officer, ex officio, non-voting.
565	Each member of the board of directors may hold only one position on the board of directors at
566	a time.
567	Section 2. Duties of the Board of Directors. Except as otherwise provided in these bylaws, the
568	board of directors shall:
569	A. enforce the bylaws, rules, policies, and procedures of USYSA;
570	B. submit to the National Council at each annual meeting:
571	1. a complete report on the activities of USYSA since the last annual meeting; and
572	2. a complete financial report;
573	C. propose a budget for each fiscal year to be submitted for approval by the National
574	Council;
575	D. adopt the report of the auditor annually;
576	E. make employment and compensation decisions concerning the USYSA Chief Executive
577	Officer;
578	F. adopt policies regarding the management, compensation, and fringe benefits provided to
579	USYSA personnel;
580	G. adopt, rescind or amend policies;
581	H. analyze at least annually, the organization's progress in achieving its objectives and
582	report the findings to the membership;
583	I. set the place, date, and time of meetings as prescribed in these bylaws;
584	J. establish fees as prescribed in these bylaws or USYSA policies and procedures;
585	K. fill vacancies as provided in these bylaws, with at least 24 hours' notice; and
586	L. exercise such other duties as prescribed for the board of directors in these bylaws, by the
587	National Council, in the USYSA policies and procedures, or in the adopted
588	parliamentary authority.
589	Section 3. Immediate Past Chair. The Immediate Past Chair of USYSA shall serve a two-year
590	term on the board of directors on the expiration of the individual's term as chair. An individual
591	removed as chair or immediate past chair under Article IX, Section 6 is not a member of the
592	board of directors, and the position of immediate past chair remains vacant on the board.
593	Section 4. Independent Directors.

¹ See provisos

594	A.	Qualifications. An individual qualifies to be an independent director if that individual
595		meets the following criteria and maintains these criteria while holding his or her position
596		as independent director:
597		1. the individual or the individual's immediate family member has not been employed
598		or held any governance position within the last five (5) years with any soccer
599		organization;
600		2. the individual or the individual's immediate family member has not received any
601		compensation (other than reimbursement of actual expenses) within the last five (5)
602		years from any soccer organization; and
603		3. the individual or the individual's immediate family member has not been a partner
604		or had an ownership interest of five (5) percent or more in any soccer organization
605		or any sponsor or vendor of a soccer organization within the last five (5) years.
606	B.	Election. Two individuals will be elected by majority vote by the National Council as
607		independent directors. One independent director will be elected at each annual general
608		meeting. These individuals will serve as elected volunteer members of the board of
609	~	directors but not as officers of USYSA.
610	C.	Term of Office. The independent directors shall assume office at the close of the annual
611		general meeting at which they are elected. They shall serve for a term of two years or
612		until their successors are elected or appointed. If the individual is fulfilling a vacancy,
613		the term of office or position begins immediately after being elected to fill the vacancy.
614		An individual may not be elected as an independent director for more than three full
615		terms. (This bylaw shall apply at the end of this meeting on $7/30/16$; however those
616		currently serving Board of Directors at the end of this meeting 7/30/16 shall be entitled
617		to serve for three terms or two full terms and a partial term in their current office after the ACM or $7/20/16$
618	р	the AGM on 7/30/16.)
619 620	D.	Duties of Independent Directors. The independent directors shall:
620 621		 represent the general membership on matters of interest and concern; and perform other responsibilities assigned by the board of directors or the chair.
621	Soctio	2. perform other responsibilities assigned by the board of directors of the chair. on 5. Athlete
623		Qualifications. An individual qualifies to be an athlete member if that individual meets
623 624	Π.	the following criteria and maintains these criteria while holding her or his position as an
625		athlete member of the USYSA Board of Directors:
626		1. the individual is 18 years-old or older;
627		2. the individual participated as an athlete in USYSA within 15 years of their initial
628		election as a member of the USYSA Board of Directors;
629		3. the individual or the individual's immediate family member is not employed by or
630		holds any governance position with any soccer organization;
631		4. the individual or the individual's immediate family member is not receiving any
632		compensation (other than reimbursement of actual expenses) from any soccer
633		organization; and
634		5. the individual or the individual's immediate family member is not a partner or has an
635		ownership interest of five (5) percent or more in any soccer organization or any sponsor
636		or vendor of any soccer organization.
637	В.	Election. The individual will be elected by majority vote by the National Council as an
638		athlete member. The athlete member will be elected at an annual general meeting. This
639		individual will serve as an elected volunteer member of the board of directors but not as

640 an officer of USYSA. (The initial Athlete Member will be elected at the 2022 USYSA 641 Annual General Meeting). C. Term of Office. The athlete member shall assume office at the close of the annual 642 general meeting at which she or he is elected. She or he shall serve for a term of two 643 years or until her or his successor is elected or appointed. If the individual is fulfilling a 644 vacancy, the term of office or position begins immediately after being elected to fill the 645 vacancy. An individual may not be elected as an athlete member for more than three full 646 647 terms. 648 **D. Duties of the Athlete Member.** The athlete member shall: 649 1. represent the general membership on matters of interest and concern; and 2. perform other responsibilities assigned by the board of directors or the chair. 650 651 Section 6. Meetings. A. Regular Meetings. The board of directors shall hold at least two (2) regular meetings 652 each seasonal year. The board shall establish the time, place, and location of the 653 meetings. Written notice of a regular meeting must be given at least 30 days before the 654 date of the meeting. 655 656 **B.** Special Meetings. The board of directors may hold special meetings called at the request of the Chair of USYSA or by a majority of the board of directors. The request shall state 657 the business items to be considered at the special meeting. No other items may be 658 considered. Notice of a special meeting shall be provided to all members of the board of 659 directors not less than seven (7) nor more than twenty (20) days before the date of the 660 661 meeting. 662 Section 7. Voting. Each voting member of the board of directors has one vote, except that the individual presiding at a board meeting may vote only when the vote is by ballot or, in any other 663 case, to affect the result of the vote. 664 665 Section 8. Quorum. A quorum for any board meeting shall be a majority of the total number of eligible voting members in office immediately before a meeting begins. 666 Section 9. Proxies. Proxies are not permitted at meetings of the board of directors. 667 668 669 **ARTICLE XIV** 670 COMMITTEES 671 672 Section 1. Standing Committees. USYSA shall have the following standing committees: **A.** Audit Committee: 673 674 **B.** Governance and Nominating Committee; C. Investment Committee; and 675 **D.** Legal Advisory Committee. 676 Section 2. Duties of Standing Committees. Except as otherwise provided in these bylaws, the 677 USYSA Chief Executive Officer and USYSA Chair, shall prescribe the responsibilities of any 678 standing committee(s) with review and approval by the board of directors. 679 Section 3. Composition of Standing Committees. 680 681 A. Each standing committee shall consist of a minimum of three (3) members. 682 **B.** The chief executive officer, with consultation from the USYSA Chair, shall appoint the chair and members of each standing committee with the approval of the board, with the 683 684 exception of the Governance and Nominating Committee which shall be elected as prescribed in Section 1D of Article X. 685

686	C. Members of the standing committees shall be appointed annually, with the exception of
687	the Governance and Nominating Committee which shall be appointed as prescribed in
688	Section 1D of Article X. A committee member continues to serve until a successor has
689	been appointed.
690	Section 4. Special Committees. Subject to the approval of the board of directors, the Chair of
691	USYSA, or the chief executive officer in consultation with the USYSA Chair, may establish
692	special committees, appoint the members and chair of each of those committees, and prescribe
693	the responsibilities of each.
694 695	Section 5. Restriction. No member of a committee may receive compensation (except reimbursement for expenses) for services performed as a committee member.
696	
697	ARTICLE XV
698	FEDERATION POSITIONS
699	
700	Section 1. Procedures for Filling Positions.
701	A. USYSA has the opportunity to elect Commissioners to the Federation's Youth Council
702	Administrative Commission. This bylaw applies to individuals:
703	1. who are selected by USYSA to serve on the Administrative Commission for two-year
704	terms; and
705	2. serving on the Administrative Commission and are then elected by the Youth Council
706	to serve on the Federation's Board of Directors.
707	B. Individuals to be commissioners for the positions allocated to USYSA are selected as
708	follows:
709	1. the Chair of USYSA, ex officio, with terms expiring in even-numbered years.
710 711	 the Vice-Chair of USYSA, ex officio, with terms expiring in odd-numbered years. And the remaining positions allocated to USYSA shall be elected by the National
712 713	Council from the USYSA Board of Directors and/or member state representatives, except that the Independent Directors are ineligible to hold these Youth Council
714	positions.
715	4. Commissioner candidates are to be in good standing with USYSA and its member
716	organizations and are to have their nomination submitted to the USYSA Governance
717	and Nominating Committee no later than 60 days prior to the USYSA National
718	Council meeting.
719	C. If such an individual also holds a position on the Federation Board of Directors, that individual holds the position on the Federation Board for only as long as that individual
720 721	individual holds the position on the Federation Board for only as long as that individual holds the USXSA position
721	holds the USYSA position.
723	ARTICLE XVI
723	ELECTRONIC MEETINGS AND COMMUNICATION
719	ELECTRONIC MEETINGS AND COMMUNICATION
720	Section 1. Meetings. The USYSA Board of Directors and all committees and subcommittees
721	shall be authorized to meet by telephone conference or through other electronic communications
722	media so long as all the members can simultaneously hear each other and participate during the
723	meeting.
723	Section 2. Communication. Unless members indicate otherwise to USYSA, all communication
725	required in these bylaws, including meeting notices, may be sent electronically.
726	requires in mose officies, more and more and notices, may be some cross officiently.
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727	ARTICLE XVII
728	GRIEVANCES, DISPUTES, AND APPEALS
729	
730	Section 1. General Requirements.
731	A. Each organization member shall have grievances, disputes, and appeals provisions in its
732	bylaws, rules, or other document that clearly states the procedures under which
733	adjudication of appeals and other disciplinary matters shall occur.
734	B. If an organization member does not have those procedures required by Section A of this
735	Article, the following procedures apply:
736	1. All parties are entitled to a hearing with proper notification.
737	2. Once a grievance, dispute, or appeal has been properly filed, the chair of the
738	appropriate entity of the organization member shall notify all involved parties within
739	five (5) days of receipt of the grievance, dispute, or appeal, the nature of the grievance,
740	dispute, or appeal, the names of all parties, a copy of the grievance, dispute, or appeal,
741	and the date, time, and place of the hearing.
742	3. The conduct of the hearing shall be as determined by the rules of the organization
743	member.
744	4. A record (called the official record) shall be kept of the proceedings.
745	5. A written notification of the decision shall be sent to all involved parties in a timely
746	fashion. This notice shall be sent by certified mail.
747	6. All hearings shall be scheduled to be held within 30 days.
748	Section 2. Resolution of Disputes.
749	A. A dispute between or among organization members shall be resolved by a special
750	commission of the board of directors as follows:
751	1. Any organization member involved in a dispute between or among organization
752	members shall submit a written petition to the board of directors for the resolution of
753	the dispute.
754	2. Within 30 days of receiving the petition, the Chair of USYSA, in consultation with
755	the board of directors, shall appoint a special commission composed of three (3) or
756	five (5) members.
757	3. Each special commission may prescribe appropriate procedures for resolving the
758	dispute, except that a hearing shall be conducted within 90 days of receipt of the
759	petition, and a written decision or resolution shall be issued within 120 days of receipt
760	of the petition.
761	4. The decision of the special commission is final and binding on all parties.
762	5. The USYSA Chair may require the disputing parties to participate in mediation before
763	the appointment of the special commission, in which case the deadlines provided in
764	paragraph 3 are extended by not more than 30 days.
765	B. With respect to all other disputes, USYSA:
766	1. favors the resolution of disputes through mediation whenever possible;
767	2. shall provide for the prompt resolution of disputes; and
768	3. shall prescribe policies to carry out this section.
769	Section 3. Appeals.
770	A. Except as otherwise provided by Federation Bylaw 705 or other Federation bylaw or
771	policy, appeals of USYSA matters shall be as follows:

policy, appeals of USYSA matters shall be as follows:

772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 786 787 788 789 790 791 792	 A matter that may be appealed from a level below the national level may be appealed to the appropriate body or a special committee established by the board of directors as the case may be, and then to the board of directors; and For all other matters, the matter may be appealed to the board of directors. The board of directors shall prescribe a policy to carry out this bylaw, including the amount of the appeals fee. Section 4. Exhaustion of Remedies. A. No member of USYSA, official, league, club, team, player, coach, administrator or referee may invoke the aid of the courts of the United States or of a state without first exhausting all available remedies within the appropriate soccer organizations, and as provided within USYSA. B. For a violation of this bylaw, the offending party shall be subject to suspension and fines, and shall be liable to USYSA for all expenses incurred by USYSA and its officers and members of the board of directors in defending each court action, including the following: court costs; attorney's fees; reasonable compensation for time spent by USYSA officials and employees in responding to and defending against allegations in the action, including responses to discovery and court appearances; travel expenses; and expenses for holding special National Council meetings necessitated by court action.
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794	ARTICLE XVIII
795 706	ADMINISTRATIVE OPERATIONS
796	
796 797	Section 1. Chief Executive Officer. The conduct of business and the management of affairs of
796 797 798	Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer.
796 797 798 799	Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer.A. Accountability. The chief executive officer shall be employed by the board of directors
796 797 798 799 800	Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer.
796 797 798 799	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall:
796 797 798 799 800 801	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair.
796 797 798 799 800 801 802	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization
796 797 798 799 800 801 802 803	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair;
796 797 798 799 800 801 802 803 803	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the
796 797 798 799 800 801 802 803 804 805 806 807	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints
796 797 798 799 800 801 802 803 804 805 806 807 808	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the
796 797 798 799 800 801 802 803 804 805 806 807 808 809	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections
796 797 798 799 800 801 802 803 804 805 806 807 808 809 810	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4;
796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4; hire regional administrative staff,
796 797 798 799 800 801 802 803 804 805 806 805 806 807 808 809 810 811 812	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4; hire regional administrative staff, serve as an ex-officio member of all committees, except the governance and
796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4; hire regional administrative staff, serve as an ex-officio member of all committees, except the governance and nominating committee; and
796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4; hire regional administrative staff, serve as an ex-officio member of all committees, except the governance and nominating committee; and
796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813	 Section 1. Chief Executive Officer. The conduct of business and the management of affairs of USYSA shall be under the direction of a chief executive officer. A. Accountability. The chief executive officer shall be employed by the board of directors and report to the USYSA Chair. B. Duties. The chief executive officer shall: be responsible for the complete management of the operations of the organization under the direction of the USYSA Chair; be responsible for the employment of such personnel as required to carry out the operations of USYSA provided that such employment falls within the constraints established by the budget and personnel policies established by the USYSA Board of Directors; establish committees and committee members as needed, with consultation from the USYSA Chair and approval of the board, in accordance with Article XIV, Sections 3 and 4; hire regional administrative staff, serve as an ex-officio member of all committees, except the governance and nominating committee; and

817 Section 2. Equal Opportunity. USYSA shall provide an equal opportunity to athletes, coaches, 818 trainers, managers, administrators, and officials to participate in youth soccer competitions. 819 Individuals serving on the board of directors or any council or committee of USYSA shall be 820 selected without regard to that individual's race, color, religion, national origin, or sex. USYSA 821 may not have eligibility criteria relating to amateur status more restrictive than those of the 822 Federation.

823 Section 3. Fiscal Year. The fiscal year shall be as determined by the board of directors.

824 Section 4. Seasonal Year. The seasonal year shall be from September 1 through August 31.

825 Section 5. Accounts, Books, and Records. USYSA shall maintain adequate and correct 826 accounts, books, and records of its business and properties. All of those accounts, books, and 827 records shall be kept at the national office of USYSA. All accounts, books, and records of 828 USYSA are open for inspection by members of the board of directors and members of USYSA 829 in the manner provided for in the Tennessee Nonprofit Corporation Act. A state association is 830 entitled to examine executed, non-confidential contracts made by USYSA.

ARTICLE XIX

INDEMNIFICATION

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Section 1. USYSA shall indemnify each of its present or former directors, officers, employees, committee members, agents, and other persons specified from time to time by the board of directors, against all expenses actually and reasonably incurred by the person (including judgments, costs, and counsel fees) in connection with the defense of any pending or threatened litigation to which that person is, or is threatened to be made, a party because that person is or was serving in such a capacity. This right of indemnification may also apply to expenses of litigation which is compromised or settled, including amounts paid in settlement, if USYSA approves the settlement as provided in section 2 of this Article. Such a person shall be indemnified if the person acted in good faith and in a manner the person reasonably believed to be in or not opposed to the best interests of USYSA. The termination of any litigation by judgment, order, settlement, conviction, or plea of nolo contendere or its equivalent shall not, of

itself, create a presumption that the person did not act in good faith or in a manner the person
reasonably believed to be in or not opposed to the best interests of USYSA.

Section 2. Any amount payable as indemnification under this bylaw may be paid by USYSA on a determination by the board of directors, not including those members who have incurred expenses in connection with the litigation for which indemnification is sought, that the person in question met the standard of conduct provided for under section 1 of this Article. If no such disinterested board members are available, the required determination shall be made by a majority vote of the National Council.

854 Section 3. Any expenses incurred by a qualified person in connection with the defense of any

litigation may be paid by USYSA in advance of a final disposition of the litigation on receipt of
a written commitment by that person to repay the amount advanced if it is determined under
Section 2 of this Article that that person is not entitled to indemnification under this bylaw.

858 **Section 4.** The board of directors may authorize the purchase of insurance on behalf of any person 859 that may potentially be indemnified under this bylaw. That insurance may include 860 indemnification for those persons for expenses of a kind not subject to indemnification under this 861 bylaw.

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863	ARTICLE XX
864	PARLIAMENTARY AUTHORITY
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866	The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern
867	USYSA in all cases to which they are applicable and in which they are not inconsistent with
868	these bylaws and any special rules of order that USYSA may adopt. The parliamentary authority
869	of USYSA shall be adopted by each of its affiliates.
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871	ARTICLE XXI
872	AMENDMENT OF CHARTER AND BYLAWS
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874	Section 1. Proposing Amendments. Any proposed amendment to the charter or bylaws of
875	USYSA may be made by: (1) an organization member; (2) the board of directors; (3) a member
876	of the board of directors; or (4) a committee of USYSA.
877	Section 2. Advance Notice.
878	A. Any proposed amendment to the charter or bylaws of USYSA must be submitted in
879 880	writing to the chief executive officer at least 90 days in advance of a National Council meeting at which the amendment is to be considered.
881	B. Each proposed amendment received in compliance with section 2A of this Article shall
882	be sent in writing by USYSA to each organization member and the board of directors at
883	least 30 days in advance of the National Council meeting at which the amendment is to
884	be considered.
885	Section 3. Voting Requirement. Any amendment to the charter or bylaws of USYSA requires
886	a two-thirds vote of the National Council, excluding Article VIII, Section 1 (Composition of
887	Regions) or changing the name of an organization member, either of which requires a majority
888	vote.
889	Section 4. Priority. In the event of a conflict between the charter and bylaws of USYSA and the
890	articles of incorporation, bylaws, policies, and requirements of the Federation, the articles,
891	bylaws, policies, and requirements of the Federation govern.
892	Section 5. Effective Date. Unless otherwise provided, any amendment to the charter or bylaws
893	of USYSA is effective on that September 1 that occurs immediately after the amendment is
894	adopted.