

Razor City Renegades

Bylaws

Adopted September 2017

ARTICLE I. PURPOSE

Razor City Renegades (RCR) is a charitable and educational organization formed to promote and develop the sport of soccer by minimizing constraints on participation. The membership of the Federation is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the basis of race, color, religion, age, sex, or national origin. The membership of the Association shall be open to any soccer player, coach, trainer, manager, and administrator not under suspension by US Soccer Federation (USSF). The specific purposes for which the Association is organized are as follows:

- 1) Provide a level of competition commensurate with each participant's ability, interest, and desire.
- 2) To develop and promote the game of soccer among our youth by providing a healthy, safe, and enjoyable soccer environment for all participants;
- 3) Provide opportunities for youth players to participate at the highest level of competition.
- 4) To develop and sustain the spirit and character of the players fostering honesty, integrity, and good will within soccer.
- 5) To develop youth physically; and
- 6) Provide educational opportunities to all players, coaches, referees, and the community at large in the sport of soccer.
- 7) To collectively represent and safeguard the common interests of the participants in youth soccer and;
- 8) Provide opportunities for adults to play recreational soccer and;
- 9) Be a sports organization that is a positive role model and provides leadership to the sports community.

ARTICLE II. OFFICES

The principal office of the Association shall be in the city of Gillette, County of Campbell, state of Wyoming. A mailing address shall be maintained for the purpose of receiving all correspondence to the Association. Business of the Association may be conducted at such times and in such places as the Board of Directors may determine or as the affairs of the Association may require from time to time.

ARTICLE III. AFFILIATION

The Association shall be an affiliate of and shall comply with the United States Soccer Federation (USSF), US Club Soccer (USCS), US Youth Soccer (USYS), and Wyoming Soccer Association (WSA). This Association shall be governed by the provisions of these Bylaws. USSF shall have precedence.

ARTICLE IV. BOARD OF DIRECTORS

Section 1. The Board of Directors, also referred to as the Board is made up of the following positions:

- 1) President
- 2) Vice President
- 3) Secretary
- 4) Treasurer

- 5) Registrar
- 6) Registrar
- 7) Referee Director
- 8) Director Of Coaching
- 9) Member at Large
- 10) Member at Large
- 11) Publicity Coordinator
- 12) Risk Management Coordinator
- 13) Field Coordinator
- 14) Equipment Coordinator
- 15) Each team's head coach*

* Head coach must have a current registered and active team.

Section 2. General Powers. The business and affairs of the Association shall be managed by its Board of Directors, hereinafter called the Board. It shall have all powers provided in the Wyoming Non-Profit Corporation. Act as amended from time to time, and others, including, but not necessarily limited to the following powers:

- a) To manage the Association with full power to conduct all business of this association subject only to the Articles of Incorporation and Bylaws;
- b) To establish policies and procedures of this Association, not inconsistent with these Bylaws, and to govern its organization, procedures and conduct;
- c) To create special committees of this Association;
- d) To adopt rules, regulations and standing rules to receive and disburse financial support;
- e) To adopt rules, regulations and standing rules to govern the recreational and competitive leagues within this Association;
- f) To enforce the Laws of the Game as prescribed by USSF; enforcement of USCS registration requirements; negotiation with the City of Gillette, Wyoming, Campbell County School District and other organizations and individuals to acquire fields for practice and games; to establish recreational and competitive practice and playing seasons; to establish and enforce rules for tournaments, competitions, and championships; to establish and enforce disciplinary procedures for players, coaches, officials and other individuals whose activities come within the purview of this Association; and to resolve protests and conflicts;
- g) To discipline any person for violating policies and procedures or for violating these Bylaws or standing rules; and
- h) To perform any other duties or responsibilities as may be prescribed by these Bylaws or incidental to the accomplishment of any other duties and responsibilities prescribed by these bylaws, USCS or USSF.

Section 3. Number, Qualifications and Tenure. The number of Directors of the Association shall be not less than seven (7). The Board shall consist of the elected officers of the Association and other Board members as described in this article. A Director must be an adult person and have a strong interest in promoting the mission and purposes of the Association. Their tenure shall be from their election until their removal, resignation, death or until their successor is elected at the end of their term. The term for members of the Board of Directors shall be two (2) years. There shall be no limitation on the number of terms that a Director may serve. The Board may stagger terms in any year in which it deems necessary to insure continuity of board membership from one year to the next.

Section 4. Annual Meeting. A regular annual meeting of the membership shall be held during the month of April of each calendar year on such date and at such time and place as may be designated by the Association President. Notice of the annual meeting shall be published at least two weeks prior to the meeting date using a method that ensures all Association members receive notification. . At the annual meeting, the President shall give an annual report of the activities of the Association for the prior year including a report on the finances of the Association.

Following the annual report, directors shall be elected to fill any expired terms of existing directors, and shall elect officers from among the newly seated Board.

Section 5. Regular Meetings. Regular meetings of the Board of Directors shall be held approximately once every three months during the calendar year on such date and at such time and place as may be directed by the Association President. Notice of each regular meeting shall be published at least two weeks prior to the meeting date using a method that ensures all Association members receive notification.

Section 6. Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the President, or by any five (5) Directors who sign and submit a written request for special meeting to the Association Secretary. The person or persons authorized to call special meetings of the Board of Directors may fix the time and place of the meeting within the city of Gillette, Wyoming.

Section 7. Notice of Special Meetings. Unless waived as stated below, notice of any special meeting shall be given at least three (3) days prior to the special meeting date by a written notice delivered personally or by regular United States mail to each Director at his/her home address or by e-mail to each Director at his/her e-mail address. If mailed by regular United States mail, such notice must have a proof of delivery. Any Director may waive notice of any meeting in writing. The attendance of a Director at a special meeting shall also constitute a waiver of notice of such meeting, except where the Director attends the special meeting for the express purpose of objecting to the transactions of any business because the meeting was not lawfully called or convened. The business to be transacted or the purpose of any special meeting of the Board of Directors must be specified in the meeting notice or waiver of notice of such meeting.

Section 8. Executive Sessions. At any annual, regular or special meeting of the Board of Directors, the Board may adjourn into executive session for the purpose of discussing board members, officers, players, or other personnel or confidential matters affecting individuals, legal matters, or for any other reason which, by affirmative vote of the officers, it is determined that public discussion would be detrimental to the interests and mission of the Association as a whole, or to any person or persons. Executive sessions may be attended by the officers only. However the executive session may be expanded to the Board members present at any meeting upon affirmative vote by the officers. If there is a tie vote on the issue of expansion to include the Board, the Association President shall be the tie-breaking vote.

Section 9. Voting. Each of the Directors shall have one vote. Proxy votes shall be permitted only if written and signed by the person giving the proxy and only for specific agenda items. No blanket proxies shall be permitted.

Section 10. Quorum and Manner of Acting. A quorum necessary to conduct business shall be a majority of the total number of directors then duly qualified and seated on the Board. Except when voting on amendments to bylaws or amendments to policies and procedures, a majority vote of a quorum present at any annual, regular or special meeting shall be sufficient for any board action.

Section 11. Action Without a Meeting. Any action required or permitted to be taken by the Board of Directors may be taken without a meeting if a consent in writing, setting forth the action to be taken, shall be signed by two-thirds of the presently constituted Board. Actions requiring immediate decisions may be authorized by votes via telephone or e-mail poll of the Board by the President, Vice-president, or duly designated Board member. The results of each telephone or e-mail poll shall be reported and confirmed at the next regular meeting of the Board of Directors. No action shall be authorized by a telephone or e-mail poll unless the person authorized to conduct the poll shall first endeavor to contact all current board members, and in any event unless at least a majority of the then-existing board shall cast a vote.

Section 12. Signature Authority. RCR Officers have signature authority and are able make financial commitments and authorize distribution of funds on behalf of the association for transactions directly related to their scopes of responsibilities as defined in Article V. Officers may delegate signature authority to another officer. All commitments, distribution of funds, payments, etc. require signatures of two officers. The Treasurer will be in charge of the books, will prepare the checks, and will verify the transaction details fall within the scope of responsibility of the signing officers. .

Section 13. Vacancies. Any vacancy occurring on the Board of Directors may be filled by the election of a new Director at the next meeting of the Board of Directors. A Director elected to fill a vacancy shall be elected for the unexpired term of their predecessor in office.

Section 14. Removal. Any Officer or other Board Member may be removed by a two-thirds vote of the Association members entitled to vote for that office. See Article XVI for more detail.

ARTICLE V. OFFICERS and COORDINATORS

Section 1. Election of the Board

- 1) The members at large each will be allowed one vote for election of officers. Officers will be elected in the annual meeting.
- 2) Coordinators will be initially appointed by the officers.

Section 2. Officers. The officers of the Association shall be President, Vice- President, Secretary, Treasurer, Registrar, Referee Director, and the Director Of Coaching.

Section 3. Coordinators. The coordinators of the Association shall be the Publicity Coordinator, Equipment Coordinator, Fields Coordinator, and Risk Management Coordinator. The Board of Directors may designate additional coordinator positions from time to time upon majority vote of the current Board members. Upon being designated or appointed, any such coordinator has all the rights, privileges and responsibilities as all other Board positions.

Section 4. Election, Appointment, and Terms. The officers of the Association shall be elected by majority vote of the Association members at large to two-year terms at the annual meeting of the members. The president, Treasurer, Registrar and Referee Director will be elected on even years. The Vice President, Secretary and Director of Player Development will be elected on odd years. The coordinators of the Association shall be appointed by the elected board to two-year terms at the annual meeting of the Board of Directors. The Risk Management Coordinator and Publicity Coordinator shall be appointed in even-numbered years. The Equipment Coordinator and Fields Coordinator shall be appointed in odd-numbered years. Each officer or coordinator shall hold that position until a successor shall have been duly installed or until death, resignation or removal. The officers and coordinators shall be installed immediately following their election or appointment. All officers may be re-elected or re-appointed to any office or coordinator position without restriction. There shall be no limit to the number of terms that any person may hold a particular office or coordinator position. An officer may also simultaneously fill a position as a coordinator. A person shall not, however, hold more than one officer position. If any one individual holds two positions on the board at the same time (i.e. President and Fields Coordinator), that person shall be entitled to only one vote.

Section 5. Duties and Responsibilities.

Board members may elect to delegate tasks to other Association members or Board members. No board member may interfere or attempt to usurp the rights, responsibilities or privileges of other board members. Doing so will subject them to disciplinary action by the Board.

A. President. The President shall be the principal executive officer of the Association. Subject to the discretion and control of the Board of Directors, the President shall, in general, oversee the business and affairs of the Association. The President shall preside at all meetings of the Board of Directors. The President may sign, with any other officer of the Association, bonds, contracts, drafts, checks or such other instruments as the Board of Directors may specifically direct or authorize. However, the President may not enter into any contracts without prior authorization of the Board. The President shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board from time to time including, but not limited to, the following:

- 1) serve as an official representative of the Association for the purpose of advancing the objectives and policies of the Association;
- 2) call special meetings of the Board of Directors;
- 3) serve as one of the two authorized signatures required for all bank checks or drafts;
- 4) attend meetings of the USSF as an official delegate of the Association; provide Association reports to USCS as may be required, and assure Association participation in and execution of the Association's voting rights at the USCS annual meetings; and
- 5) perform such other duties as may be provided by these Bylaws.

If two or more other Board members disagree with any action taken or decision made by the President, the President must call for a vote by the Board members to affirm the Board agrees with the action taken or decision made. If a majority vote agrees with the President, the action will stand. If a majority voted disagrees with the President, the

President must retract rectify the action or decision. The Board will define the appropriate measures necessary to rectify the situation.

B. Vice-President. In the absence of the President or in the event of the President's death, inability or refusal to act, the Vice-President shall perform the duties of the President, and when so acting, shall have all powers and duties applicable to the President, and shall perform such other duties as may be assigned by the Board or the President.

C. Secretary. The Secretary shall keep all minutes of meetings of the Board of Directors; coordinate with the Publicity Coordinator to ensure that all notices are duly given in accordance with the provisions all of these Bylaws or as required by law; and be the custodian of all records of the Association. The Secretary shall perform such other duties as may be assigned by the President or the Board. In the absence of the President and Vice President or in the event of their deaths, inability or refusal to act, the Secretary shall perform the duties of the President, and when so acting, shall have all powers and duties applicable to the President, and shall perform such other duties as may be assigned by the Board or the President.

D. Treasurer. The Treasurer shall have charge and custody and be responsible for the book keeping of all funds, securities and other financial resources of the Association; receive monies due and payable to the Association from any source whatsoever, and deposit all moneys in the name of the Association in such banks, trust companies or other depositories as may be designated by the Board of Directors; oversee the collection of fees from the players by the Registrar; provide monthly reports on the financial status of the association at all regular meetings; prepare a detailed financial report for each annual meeting; propose registration fees and other sources of income to cover expenses in the next fiscal year and report on foreseeable expenses; prepare reimbursement to persons such fees as they are entitled by the policies and procedures of the Association in a timely manner; and prepare, with the assistance of the elected officers, a proposed budget for it each fiscal year, and perform all other duties incident to the position of Treasurer and such other duties as may from time to time be assigned by the President or the Board of Directors. The Treasurer shall be the Association's purchasing agent in charge of placing and preparing payments for requisitions submitted by the Equipment Coordinator and other requisitions as directed by the Association President or the Association Board of Directors.

E. Registrar. The Board of Directors may elect to pay the Association's Registrar. The registrar will:

- 1) prepare registration letters and packets; distribute forms to previous registrants;
- 2) maintain the computer databases for the program, including teams, coaches, coach assignments; process all competitive program registration forms and enter team assignments for players;
- 3) organize and run walk-in registration and collect fees and submit them to the Association's treasurer;
- 4) prepare player credentials and applyfor USCS player pass cards.

F. Referee Director. The Referee Director shall also be Association's designated Referee Assignor and shall:

- 1) work with the state association(s) to assure proper training and registration of the Association's referees;
- 2) maintain an updated list of all local certifiedreferees;
- 3) maintain an updated list of individuals willing to serve as referees for recreational program play;
- 4) Assign referees to Association scheduled matches held in Gillette, Wyo. (assignments in accordance with State guidelines) and;
- 5) chair the disciplinary committee to hear disciplinary and protest issues in accordance with Association Policies and procedures and any State policies and procedures;and

6) be in charge of recruiting persons interested in becoming referees and provide training opportunities for such persons by a working with the state association(s) to schedule appropriate referee training sessions.

G. Director Of Coaching. The Director Of Coaching shall:

- 1) be responsible for providing programs and materials necessary for the development of coaches and players within the Association;
- 2) schedule appropriate coach training opportunities;
- 3) support licensing and certification for all Association coaches;
- 4) work with the Publicity Coordinator to publicize training opportunities and camps for coaches and players and;
- 5) be responsible for scheduling and coordinating soccer camps.
- 6) approve new coaches on behalf of the Board of Directors.

H. Member at Large. The Risk Management Coordinator shall:

- 1) perform other duties requested by the Board of Directors or the Association President.

I. Publicity Coordinator. The Publicity Coordinator shall:

- 1) be a liaison between the Association and the media;
- 2) publicize registration, tournaments, coach training, player camps, tryouts and other Association events which may occur;
- 3) be responsible for the development and publication of the Association's annual calendar;
- 4) be responsible for development and publication of programs or other informational materials as may be requested from time to time by the Board of Directors or the Association President; and
- 5) perform such other duties as may be incident to the position or which may from time to time be assigned by the Board of Directors or the Association President.

J. Risk Management Coordinator. The Risk Management Coordinator shall:

- 1) monitor Association compliance with USCS Risk Management Guidelines; and
- 2) report all risk management concerns to the Board of Directors or to such persons or committees as the Board of Directors may direct from time to time.
- 3) prepare and submit any Risk Management related reports required by USCS.

K. Equipment Coordinator. The Equipment Coordinator shall:

- 1) be responsible for providing equipment necessary for the game of soccer in accordance with the policies of the Board of Directors, the Association's Policies and procedures;
- 2) make recommendations to the Board for equipment accountability and life-cycle management;
- 3) make recommendations to the Board for the purchase of new and replacement of old, worn or damaged equipment and uniforms. In the event of an emergency situation in which a schedule event will not be able to take place as scheduled, the Equipment Coordinator may acquire and provide such equipment and

submit a report to the board describing the issue, materials, costs and reasons for the acquisition and the next regularly scheduled meeting;

4) be responsible for the ordering, receiving and distribution of Association equipment;

5) appoint such assistant or assistants as deemed necessary for the effective management and control of Association equipment;

6) work with the Fields Coordinator to assure that appropriate field marking equipment, supplies and materials and lawn mowers are available to be used at each field or complex of fields utilized by the Association; and

7) prepare a semi-annual inventory of all equipment, uniforms and supplies owned by the Association and report the same to the Board prior to the beginning of each fall and spring season; and

8) make and submit requisitions for all purchases to the Association Treasurer.

L. Field Coordinator. The Field Coordinator shall:

1) ensure that fields are prepared for enjoyable playing scheduled soccer games;

2) appoint such assistant or assistants as may be necessary to assure compliance with the responsibilities set forth in these Bylaws or other policies, policies and procedures established by the Board of Directors;

3) act as arbiter of any disputes that arise between or among the various programs or teams in connection with the use of the Associations fields; and

4) insure that the appropriate field marking equipment, supplies and materials along with lawn mowers, and other field equipment (goals, nets, flags, etc.) are available at each field or complex of fields; and

5) make and submit requisitions for all purchases of field equipment to the Association Treasurer.

ARTICLE VI. COMMITTEES

Section 1. Organization. Committees of the Association may be created by the Board to serve until the next Annual Meeting for the purpose of performing any duty not otherwise assigned by the Bylaws. The authority for appointing members of a committee shall be set forth in the action creating the committee.

Section 2. Composition of Committees. Each committee shall be composed of an odd number of persons.

Section 3. Eligibility. All members of committees shall be members of the Board of Directors, registered players, or the parents of a registered player in the Association prior to their appointment.

Section 4. Expenses. The Association may pay the expenses of each committee, provided these expenses are incurred in conformity with policies and procedures provided by the Board and provided further that the committee budget is approved by the Board of Directors.

Section 5. Common Duties of all Committees. Each committee shall limit its expenses to the amount allocated for the purpose. Should an emergency arise, the authority for expending additional funds must have the approval of the Board of Directors. The chairman of each committee shall submit a report all committee activities to the program at any one of its regular or annual meetings.

ARTICLE VII. DISCIPLINE

The Board shall have the right and authority to suspend, bar or otherwise discipline any player or official, including any coach, assistant coach, manager, official, or Board member for just cause.

Section 1. RCR will establish a Risk Management Policy and procedures for grievances, protests and appeals.

Section 2. Disciplinary Committee. If necessary, the disciplinary committee will be comprised of the Association officers in which case the president will preside over the meeting. If the disciplinary hearing is in regards to a Board member brought forth by two or more other board members, the disciplinary committee will be comprised of the entire Board of Directors and will be presided over by a disinterested party.

Section 3. No person shall be appointed to serve on the disciplinary committee if the case involves himself/herself, his or her child, child's team, child's coach or who otherwise has a conflict of interest. The disciplinary committee shall hear all cases involving alleged violations of the Association's bylaws, policies and procedures, USCS, event organizer's rules of play or conduct.

Section 4. The disciplinary committee has the full authority to determine and enforce disciplinary action up to and including revocation of membership.

Section 5. Removal of a Board member is subject to provisions in Article XVI.

Section 6. Appeal. Adverse rulings may be appealed to the Board who may, at their discretion, act on the appeal, or dismiss the appeal.

ARTICLE VIII. POLICIES AND PROCEDURES

Section 1. Development of Policies and procedures. The Board of Directors shall develop and implement written Policies and procedures for the day-to-day operations of the Association's Programs.

Section 2. Contents of Policies and procedures. All particulars of the operations (as opposed to the governance) of the Association shall be set forth in the Associations Policies and procedures, which shall include, but not necessarily be limited to, provisions for eligibility, forfeitures, rules of play, games, post season play, tournament play, equipment, uniforms, and program representatives for regional and state tournaments.

Section 3. Amendment of Policies and procedures. The association policies and procedures may be amended by affirmative vote of a majority of the presently constituted Board of Directors at any regular, special or annual meeting.

ARTICLE IX. RULES OF ORDER AND AGENDA FOR CERTAIN MEETINGS

Section 1. Parliamentary Authority. Robert's Rules Order Revised shall govern the proceedings of the Association, but failure to strictly comply with said rules shall not be a ground for invalidating any otherwise lawful action.

Section 2. Admission to Meetings. Any interested person shall be allowed to attend Board Meetings but shall not be an active participant in any discussions during the Meeting unless invited by the presiding officer. Any child who is registered as a player or the child's parent(s) or legal guardian(s) shall not be denied an opportunity to participate in discussions.

ARTICLE X. INDEMNITY

The Association may indemnify and defend any present or former director or officer or coordinator of the Association or their designated agents against all expenses actually and reasonably incurred in connection with the settlement or defense of any action, suit or proceeding, civil or criminal, in which he or she is involved or made a party by reason of being or having been such director or officer, except in relation to matters as to which he or she shall be adjudged in such action, suit or proceeding to be liable for gross negligence, intentional or willful misconduct in the performance of duty to the Association, or as to any criminal conduct. The foregoing right of indemnification shall not be exclusive of other rights to which any director or officer may be entitled as a matter of law.

ARTICLE XI. CONTRACTS, LOANS, CHECKS, and DEPOSITS

Section 1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or to execute and deliver any instrument in the name of and on the half of the Association, and such authority may be general or confined to specific instances.

Section 2. Loans. No loans shall be contracted on behalf of the Association, and no evidences of indebtedness shall be issued in its name unless authorized by a resolution approved by affirmative vote of a majority of the duly constituted board existing at the time of the vote. Such authority may be general or confined to specific instances.

Section 3. Checks, Drafts, etc. All checks, drafts, or other such orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Association shall be signed by such officer or officers, agent or agents of the Association and in such manner as shall be determined from time to time by resolution of the Board of Directors. Unless otherwise resolved, all Association checks for over \$ 100.00 shall be signed by the Association Treasurer and either the President, Vice-President or Equipment Coordinator. If any of the above officers is absent, incapacitated or unwilling to act, the Board may delegate signatory powers to another board member by a majority vote of the presently constituted Board. Checks for \$100.00 or less may be signed by either the President, Vice-President, Treasurer or Equipment Coordinator alone.

Section 4. Purchases. For purchases less than \$100.00, the Association President or Equipment Coordinator may authorize the purchase and payment provided that the actions shall be subsequently ratified and confirmed by the Board at any regular or annual meeting of the Board of Directors, and further provided that no more than five such purchases shall be made in any calendar year. Purchases for more than \$100.00 shall only be authorized upon prior approval by the Board of Directors at any regular or annual meeting.

Section 5. Deposits. All funds of the Association not otherwise encumbered shall be deposited from time to time to the credit of the Association in such banks, trust companies or other depositories as the Board of Directors may select.

ARTICLE XII. FISCAL YEAR

The fiscal year of this corporation shall coincide with the fiscal year of US Club Soccer.

ARTICLE XIII. WAIVER OF NOTICE

Whenever a notice is required to be given to any member of the Board of Directors of this Association under the provisions of these Bylaws or under the provisions of the Articles of Incorporation or under the provisions of the Wyoming Non-Profit Corporation Act, a waiver thereof in writing signed by the person or persons entitled to such notices, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XIV. AMENDMENTS

The foregoing Bylaws or any portion thereof may only be amended or repealed by an affirmative vote of two-thirds of the currently seated board of directors. Any proposed amendment shall first be submitted to the other constituted membership of the Board of Directors of the Association not less than 15 days prior to the date of the meeting at which the proposed amendment will be considered and voted on. Any amendments shall be incorporated into the body of the Bylaws, with an appropriate reference to the date of revision under the heading, and the Association Secretary shall maintain a complete list of all amendments and their date of passage.

ARTICLE XV. WHISTLEBLOWER POLICY

Section 1. The alleged misconduct may be classified in many ways; for example, a violation of a law, rule, regulation and/or a direct threat to public interest, such as fraud, health/safety violations, and corruption. Whistleblowers may make their allegations internally (for example, to other people within the accused organization) or externally (to regulators, law enforcement agencies, to the media or to groups concerned with the issues).

Section 2. The Whistleblower Protection Policy protects Association whistleblowers who report agency misconduct. A member of or the Association violates the Whistleblower Protection Policy if authorities make or threatens to take a retaliatory action with respect to any member because of any disclosure of information by the member. Whistleblowers may file complaints that he or she reasonably believes evidences a violation of a law, rule or regulation; gross mismanagement; gross waste of funds; an abuse of authority; or a substantial and specific danger to health or safety of any individual.

Section 3. Prohibited personnel practices

Any Association member(s) who has authority to take, direct others to take, recommend, or approve any disciplinary action, shall not, with respect to such authority:

- a) take or fail to take, or threaten to take or fail to take, an action with respect to any members membership or leadership position because of any disclosure of information by a member which the member reasonably believes evidences—
 - (i) a violation of any law, rule, or regulation, or
 - (ii) gross mismanagement, a gross waste of funds, an abuse of authority, or
 - (iii) a substantial and specific danger to public health or safety.

ARTICLE XVI. REMOVAL OF OFFICERS AND OTHER BOARD MEMBERS

Section 1. Any officer or other board member when serving as a member of the Board of Directors may be removed from office by:

- 1) a two-thirds vote of the members entitled to vote for that office, or by
- 2) a two-thirds majority vote of the other Board members if the subject Board member has violated the conflict of interest policy, or by
- 3) a majority vote of the other Board members if the subject Board member has violated the Whistleblower Protection Policy.
- 4) a two-thirds majority vote of the other Board members of the subject Board member for ethics violations, including but not limited to knowing a willing conduct in conflict with the Association articles, bylaws, rules & regulations or any other adopted policies that may be detrimental to the reputation and perpetuation of the Association will not be permitted to hold a leadership position within the Association. Such conduct can include actions both related and unrelated with the Association.

Section 2. A special meeting must be called to address alleged violations of Association's Bylaws, Policies and procedures or other board approved direction by a Board member if two or more board members submit a request to the Association secretary. The Association secretary must schedule the meeting to occur within two weeks and ensure all board members are provided at least 72 hours priority notice of the meeting. The Association secretary will immediately forfeit their position on the Board if they failure to comply with this policy.

ARTICLE XVII. CONFLICT OF INTEREST

The Association will comply with the Wyoming State Statute governing mutual benefit non-profit organizations. (State statute in effect at the time of the adoption of these articles is 17-19-831.)

ARTICLE XVIII. DISSOLUTION OF THE CORPORATION

Dissolution of the corporation must be done in accordance with Article 14 of the Wyoming State Statute 17- 19-1401.

ARTICLE XIV. DEFINITIONS

“**USSF**”: US Soccer Federation

“**USCS**”: US Club Soccer

“**USYS**”: United States Youth Soccer

“**WSA**”: Wyoming Soccer Association Youth

“**Association**”: Razor City Renegade soccer association.

“**members**”, “**members at large**” and “**Association members**” includes all board members, parents or legal guardians of all players, and all players.

“**age groups**” - as defined by USCS.

“**add**” means the addition of a player to a team’s roster.

“**eligibility to play**” means registered and not under disciplinary action according to USSF.

“**game roster**” means the list of players who will participate in a particular competition.

“**involuntary release**” means the removal of a player from a team’s roster at the request of team authorities.

“**registration**” means the execution of an intent to play the sport of soccer and the paying of fees to become a member of a USSF association or their members.

“rostering” means assignment of a registered player to a team.

“suspension” means the temporary withdrawal of rights and privilege, such as the right to play, coach, or otherwise administer or participate (directly or indirectly) in soccer, and the suspension is for the entire term of the suspension with all rights and privileges withdrawn unless specifically stated otherwise by the suspending authority.

“team roster” means a list of registered players eligible to play for a team.

“uniform” means a jersey or shirt, shorts, thermal undershorts, stockings, shin guards, footwear, warmup jacket, pants, or suit, and other similar items of wear.

“voluntary release” means the removal of a player from a team’s roster at the request of the player.

“club”—

(A) means an organization that is a member (directly or indirectly) of a State Association or US Club Soccer that has an identifiable membership of youth soccer players on whose behalf the organization conducts or engages in youth soccer activities; and

(B) sometimes referred to as a “league” or “local association”

“guest player” means a registered player participating in a competition for a team to which the player is not rostered for purposes of league play.

“league team” means a team that participates in regularly scheduled league play.

“tournament team” means a team that includes guest players and is put together for the sole purpose of playing in a tournament or other approved non-league competition.

“transfer” means the removal of a player from a team’s roster and the contemporaneous addition of the player to the roster of another team.

“recruiting” The process of attracting players to join a team.

“poaching” Any attempt to attract players to join a team using any method that violates RCR or US Club Soccer recruitment rules.

SMALL-SIDED GAME – A game where each team is limited to fewer than 11 players and plays following the USCS recommended rules, whichever is applicable.

TEAM ROSTER – A listing of all registered players who are eligible to play and be listed on a game roster.