



# United States of America Deaf Soccer Association

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## ARTICLE I: NAME

The name of this Colorado non-profit organization is The United States of America Deaf Soccer Association (this “Association” or “USADSA”). The acronym “USADSA” shall be used for the purpose of brevity or for use in a logotype.

## ARTICLE II: OBJECTIVES

### § 2.1: General Goals and Objectives.

The general goals and objectives of this Association shall be to:

- (a) Promote amateur athletic competition in soccer among deaf and hard of hearing people;
- (b) Provide deaf and hard of hearing athletes with benefits, activities, and opportunities which will further increase their enjoyment of the sport of soccer;
- (c) Encourage deaf and hard of hearing athletes to participate in the sport of soccer; and
- (d) Carry out the mission of the USADSA. See Exhibit A.

### § 2.2: Coordinating and Controlling Goals and Objectives.

The coordinating and controlling goals and objectives of this Association shall be to:

- (a) Facilitate and sponsor deaf international, national, and regional amateur soccer competition, with sanction by and in conformance with the rules of appropriate agencies governing international, national, and regional soccer competition;
- (b) Provide for the selection, organization, and training of the United States Deaf Men’s National Soccer Team (“USDMNT”) and Women’s National Soccer Team (“USDWNT”) for international competition;
- (c) Subject to available resources, provide for the selection, organization, and training of the United States Deaf Youth National Soccer Teams (“USDYNT”) for international competition;
- (d) Recommend to the USA Deaf Sports Federation, Inc. (“USADSF”) individuals and teams to represent the United States in the Deaf Pan American Games, the Deaflympics, and the Deaf World Football Championships in soccer;



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- (e) Comply with the Amateur Sports Act of 1978; and
  - (f) Establish a risk management program to promote the safety and protect the welfare of participants.

### **ARTICLE III: RESPONSIBILITIES**

#### **§ 3.1: Compliance.**

- (a) The membership of the USADSA shall be open to any individual who is an amateur athlete, coach, trainer, interpreter, manager, administrator, supporter, fan, or official active in the sport of soccer who is not subject to suspension.
- (b) The USADSA shall not discriminate against any individual on the basis of race, color, religion, age, sex, or national origin.
- (c) The USADSA shall abide by the policies and procedures and rule handbook of the United States Soccer Federation (“USSF”) as in effect from time to time.
- (d) The USADSA shall not become a member of any organization that imposes requirements that conflict with the Articles of Incorporation of the USSF or its Bylaws, as such are communicated to the USADSA by the USSF.
- (e) The USADSA shall provide prompt and equitable procedures for resolution of complaints of its members and procedures for fair notice and an opportunity for a hearing with respect to any complaint of any athlete, coach, trainer, interpreter, manager, administrator, supporter, fan, or official who is a member of the USADSA, concerning a proposed declaration that any such individual is ineligible to participate in the programs or other activities of USADSA. Such procedures shall be consistent with the standards established in Part VII of the USSF Bylaws as provided to USADSA.
- (f) The USADSA shall adopt policies prohibiting sexual and physical abuse.

### **ARTICLE IV: REGISTERED ADDRESS**

The registered address of this Association shall be the address set forth in the Articles of Incorporation.



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## ARTICLE V: MEMBERSHIP AND DUES

### § 5.1: Active Members.

Any individual who is an amateur athlete, coach, trainer, manager, administrator, supporter, fan, or official active in the sport of soccer, and who is not subject to suspension by this Association may become an active member.

- (a) Active membership is attained each year upon payment of dues to the Association. Each active member over the age of sixteen (16) has one (1) vote on each matter presented to the membership.
- (b) Members who are non-citizens of the United States shall enjoy full membership privileges; until they become citizens of the United States, they shall not be eligible for participating on the United States Deaf National Soccer Teams during international competition.
- (c) Only active members shall have voting privileges with respect to any matter to be voted on by the members at any meeting or mail ballot conducted by the USADSA, other than the rights of the contributing members and honorary members to vote in the election of directors, as set forth below.
- (d) All active members must also be members in good standing with the USADSF and the USSF, as well as with the USADSA.

### § 5.2: Contributing Members.

Any person or organization by contributing the sum of twenty-five dollars (\$25.00) or more shall become a contributing member. Contributing members shall earn a vote or a portion of a vote for the election of directors of this Association, but shall not otherwise vote on matters presented only to active members. See Exhibit B.

### § 5.3: Honorary Members.

Honorary membership may be extended to benefactors, deaf or hearing, who have proved their interest in the Association and its activities. Honorary membership may be granted by the Board of Directors. Current coaches, trainers, interpreters, and other official staff of USADSA shall, at least, be considered honorary members. Honorary members may not hold offices in this Association. Honorary members are eligible to vote in the election of directors, and have one (1) vote for each director position, but shall not otherwise vote on matters presented only to active members. Honorary members are exempt from paying membership dues, though they do have the option to submit membership dues if they wish. The Board of Directors may issue an "Honorary Membership Tax" to the players attending USADSA-sanctioned events to cover the costs associated with not



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collecting dues from those Honorary Members who chose not to submit membership dues.

### **§ 5.4: Fees and Dues.**

The fees and dues for all classes of membership shall be determined by the Board of Directors and posted on the Association's website or otherwise communicated to members. Members failing to pay dues on a date set by the Board of Directors shall be deprived of the privileges that go with his/her membership until such dues are paid; provided that:

- (a) Honorary members are not required to pay dues; and
- (b) Any child (deaf or hearing) under the age of sixteen (16) who has a parent or legal guardian who is an active member or a contributing member, in good standing, and with dues paid is exempt from dues for membership in the Association; provided, that no person under the age of sixteen (16) has any voting rights.

## **ARTICLE VI: MEMBERSHIP MEETINGS**

### **§ 6.1: Annual Meetings.**

The Association shall hold an annual meeting each year for the election of directors. Active, contributing, and honorary members shall be entitled to participate in each annual meeting. The date, time and place of the annual meeting will be fixed by the Board of Directors, or as voted upon by the active members at a previous annual meeting. The order of business at each annual meeting shall be established by the Board of Directors; provided, however, that only active members shall be entitled to vote on proposed matters other than the election of directors.

### **§ 6.2: Special Meetings.**

The President, at the direction of the Board of Directors, or a majority of the Board of Directors may call a special meeting of the active members of the Association. The Secretary shall provide written notice of any special meeting, which shall include the purpose of the meeting, to all active members at least ten (10) business days in advance of the special meeting.

### **§ 6.3: Quorum.**

For all meetings of members of this Association the presence, in person or by proxy of the members holding twenty percent (20%) of the eligible votes shall constitute a quorum.



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### **§ 6.4: Rules of Order.**

Roberts Rules of Order shall be followed at all meetings of this Association unless otherwise agreed to by the President and a majority vote among participating members.

## **ARTICLE VII: AFFILIATION**

This Association shall affiliate with the USADSF, the USSF, and may affiliate with any soccer or athletic organization in which mutual benefit can be gained from such affiliation so long as that affiliation meets the criteria of the USADSF National Sports Organization Affiliation Criteria Policy.

## **ARTICLE VIII: OFFICERS**

### **§ 8.1: Officers.**

The officers of this Association shall be: a President, Vice President – USDWNT, Vice President – USDMNT, Secretary, Treasurer, a Representative of USDWNT, a Representative of USDMNT, and an adult Representative of USDYNT.

### **§ 8.2: Eligibility for Office.**

Any active member is eligible to be an officer of the Association if he/she has paid his/her full membership dues prior to the election at which he or she is nominated as a director.

### **§ 8.3: Term of Office.**

Each officer shall serve as an officer for the full term(s) for which he or she is elected as a director pursuant to §10.2 of these Bylaws.

## **ARTICLE IX: DUTIES OF OFFICERS**

### **§ 9.1: President.**

The President shall be the Chief Executive Officer of the Association and shall preside at the meetings of the Board and the Association. The President shall act as liaison between the Association and other organizations with which the Association is affiliated, or appoint another officer to serve in his/her stead.

### **§ 9.2: Vice Presidents (USDMNT, USDWNT).**

A Vice President shall, in the absence of the President or at such time that the office of the President becomes vacant, perform the duties of the President. A majority vote of the Board of Directors shall determine whether the Vice President – USDWNT or the Vice President – USDMNT shall perform the duties of the President in such instance. The Vice Presidents shall act as co-chairpersons of the USADSA grievance hearing panel.



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### **§ 9.3: Secretary.**

The Secretary shall be responsible for keeping records of Board actions, including taking minutes at all Board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each Board member, and seeing that corporate records are maintained. He/she shall keep a list of all active members.

### **§ 9.4: Treasurer.**

The Treasurer shall collect dues of all members, maintain a full and accurate account of receipts and disbursements of the Association, make a financial report at each Board meeting, and submit a yearly financial report to the members.

### **§ 9.5: Representatives (Men's, Women's, Youth).**

Each Representative shall be responsible for team (USDMNT, USDWNT, or USDYNT) communications, for collecting and providing team feedback to the Board members, and for assisting in organizing team activities and trips, including but not limited to (1) training camps, (2) friendly matches, and (3) international competition and tournaments. Each Representative shall be responsible for overseeing the current player pool and new player additions for his/her respective team.

### **§ 9.6: Additional Duties of the Officers.**

Officers shall have the additional duties set forth on Exhibit C.

## **ARTICLE X: BOARD OF DIRECTORS**

### **§ 10.1: Members of the Board of Directors.**

The Board of Directors shall include the eight (8) officers of the Association: the President, Vice President – USDWNT, Vice President – USDMNT, Secretary, Treasurer, and the Representative from each player group: USDMNT, USDWNT, and the adult Representative for USDYNT. At least 51% of the directors shall be deaf or hard of hearing.

### **§ 10.2: Eligibility of Director Candidates.**

Any active member can be eligible for election as a director if he or she is a member in good standing and has paid his or her full membership dues prior to the opening of the voting process.

### **§ 10.3: Nomination Process.**

The nomination process for directors is set forth on Exhibit D.

### **§ 10.4: Board Elections Commencing in 2021.**

Beginning with the election for directors held in 2021, the then currently-serving



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directors of the Association shall be divided into three (3) classes, with each class containing one-third of the total number of directors, as near as may be practicable, and with the classes designated Class I, Class II, and Class III. Each director shall serve for a term ending on the date of the third annual meeting of members following the annual meeting at which such director was elected; provided, that each director initially appointed to Class I in 2021 shall serve for an initial term expiring at the annual meeting of members in 2022; each director initially appointed to Class II in 2021 shall serve for an initial term expiring at the annual meeting of members in 2023; and each director initially appointed to Class III in 2021 shall serve for an initial term expiring at the annual meeting of members in 2024; provided further, that the term of each director shall continue until the election and qualification of a successor and be subject to such officer's earlier death, resignation, or removal.

(a) Class I.

Class I shall consist of the Secretary and the adult Representative of USDYNT.

(b) Class II.

Class II shall consist of the Vice President – USDWNT, Vice President – USDMNT, and the Treasurer.

(c) Class III.

Class III shall consist of the President, and the Representatives of each of USDMNT and USDWNT.

### **§ 10.5: Election Process**

Directors shall be elected by the members entitled to vote in the election of directors at each annual meeting by secret ballot. A majority of the votes cast for each director position, either in person or by written proxy, shall elect each director. No cumulative voting is valid.

### **§ 10.6: Term of Office.**

Each elected director shall serve a term of three (3) years, beginning immediately after his/her election. No person shall be nominated for or serve as a director for more than two (2) consecutive three-year terms; provided, however, that this two-term restriction only relates to full three year terms. For the avoidance of doubt, if a director is elected at the annual meetings held in 2021, 2022 and 2023 to less than a three-year term, or if a director is appointed or elected to fill a vacancy, such partial terms shall not be counted



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toward this two-term limit. After sitting off the Board for one full term, an individual shall be eligible once again for nomination and election to the Board.

### **§ 10.7: Board Vacancies.**

In the event a director resigns or is unable to serve, a committee shall be named by the President to recommend a successor for the unexpired portion of the term. The President shall name one (1) committee member to serve as committee chair. Any successor to the unexpired portion of a director's term shall be elected by a majority of the Board of Directors. The successor director shall also serve out the remainder of the replaced director's term.

### **§ 10.8: Appointed Directors.**

An Appointed Director is a member who, based on the needs of the Board, can be appointed for a specified period of time and may or may not have voting privileges on the Board. Appointed Directors can be deaf or hearing. Appointed Directors shall report to the President and shall be appointed or removed by the Board; provided that § 10.9 controls with respect to the Immediate Past President.

### **§ 10.9: Immediate Past President.**

The role of Appointed Director shall be extended for one three-year term to the Immediate Past President, deaf or hearing, who has served a full term. The Immediate Past President shall be eligible to vote as a member of the Board. The Immediate Past President may only be removed by a vote of 2/3rds of the Board.

### **§ 10.10: Board of Directors Meetings.**

The Board shall meet immediately following the annual meeting and at such other times the President deems necessary. Additional meetings may be called by any two (2) Board members by request through the President. Notice of each Board meeting must be provided in advance of the meeting, which notice can be sent by email or text. For regularly scheduled meetings, transmittal of the schedule shall constitute valid notice. All meetings may be conducted in person or by electronic means by which all participants can understand and follow the business of the meeting.

### **§ 10.11: Quorum**

At least a majority of the Board members eligible to vote must be present for any votes of the Board to be valid and binding.

### **§ 10.12: Action by the Board.**

If a quorum is present, a majority of the directors present is required to take action at a meeting of the Board of Directors.





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### **§ 10.13: Reporting.**

The actions and policies adopted by the Board of Directors shall be reported to the members, or their authorized representatives, at least once each year at a meeting of the USADSA members, with notice of the meeting and its purposes given to such membership at least fifteen (15) days in advance of the meeting.

### **§ 10.14: Reimbursement for Reasonable Expenses.**

The Board of Directors may at any time determine that reasonable expenses incurred by the duly-elected officers shall be reimbursed by this Association.

### **§ 10.15: Invalidation of Acts of the Board.**

Any action of the Board may be overruled if:

- (a) A member objecting to an action secures a petition with six (6) or more signatures of active members in good standing, not including himself/herself, to force a vote by the active members on the issue in question; and
- (b) At least a majority of the votes of active members in attendance at an annual meeting at which a quorum is present are cast to invalidate the action.

In the case of §10.15(a), the President may call a special meeting of active members to consider and vote on the matter.

## **ARTICLE XI: COMMITTEES**

### **§ 11.1: Committees.**

Committees may be established by the Board of Directors as it deems necessary for the proper execution of business of this Association. Committees of the Association for consideration include, but are not limited to the following:

- (a) Membership;
- (b) Fundraising;
- (c) Publicity;
- (d) Merchandising; and
- (e) Training and Development.

### **§ 11.2: Membership Committee.**



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The Membership Committee shall be responsible for keeping current records of the membership of the Association, recruiting new members, and assisting in renewing memberships of current or past members. The Membership Committee shall be chaired by the Secretary of the Association. Each of the Representatives for USDMNT, USDWNT, and USDYNT shall be members of the Membership Committee, as well as any other members of the Association appointed by the President.

### **§ 11.3: Fundraising Committee.**

The Fundraising Committee shall be responsible for obtaining sponsors to provide financial and in-kind support for Association programs. The Fundraising Committee shall be chaired by the Treasurer of the Association. All Vice Presidents shall be members of the Fundraising Committee, as well as any other members of the Association appointed by the President.

### **§ 11.4: Publicity Committee.**

The Publicity Committee, appointed by the President, is responsible for elevating the visibility of the Association through various methods, including:

- (a) Arranging for appropriate media coverage for all Association events and activities;
- (b) Arranging public appearances for Association players in their various locations;
- (c) Preparing and distributing press releases for newsworthy accomplishments, major changes or improvements to the Association, and upcoming calendar of events;
- (d) Publishing an Association newsletter; and
- (e) Assuring compliance with agreements to give Association sponsors credit for their support, e.g., by displaying banners, printing sponsor logos on newsletters, etc.

### **§ 11.5: Merchandising Committee.**

The Merchandising Committee, appointed by the President, is responsible for the merchandising aspect of fundraising, including:

- (a) Ordering merchandise as needed;
- (b) Arranging with vendors/sponsors to purchase and sell Association merchandise; and



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- (c) Managing merchandise sales at all Association events.

### **§ 11.6: Training and Development Committee.**

The Training and Development Committee is responsible for providing adequate opportunities for the USADSA athletes to receive training in soccer skills appropriate to their age group and skill level. Members of the Committee shall include the Vice Presidents, who serves as its co-chairs, the National Team Head Coaches, the Head Athletic Trainers, as well as any other members of the Association appointed by the President.

### **§ 11.7: Term of Committee Members.**

Committee members shall serve until the earliest of (1) the work of the committee being completed; (2) the committee member not being elected to a new term as a director; or (3) the committee member's voluntary resignation or other departure from the Board.

## **ARTICLE XII: REMOVAL OF OFFICERS AND DIRECTORS**

### **§ 12.1: Removal for Good Cause.**

Any officer or director of this Association may be removed for good cause (as defined in § 12.2) by two-thirds vote of the Board of Directors present and voting at a duly convened meeting of the Board, including a special Board meeting called for this purpose, provided that a quorum is present and provided that the requisite written notice for such meeting shall properly set forth on the agenda the removal vote. In the event a director is the subject of a removal proceeding, such director shall recuse himself/herself from, and not be counted in, the vote of the Board of Directors on such director's removal.

### **§ 12.2: Good Cause Defined.**

For purposes of these Bylaws "good cause" is defined as action in a manner detrimental to the objectives of the Association or the sport of soccer that continues after notice and an opportunity to cure, or a violation of any of the Bylaws or written and disseminated policies of the Association.

### **§ 12.3: Notice.**

Any officer or director subject to removal shall be notified in writing of all charges against him/her and be offered the opportunity to be heard before the Board and to present witnesses on his/her behalf.

## **ARTICLE XIII: SERVICE TO THE ASSOCIATION**

### **§ 13.1: Service Without Compensation.**

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*USADSA is a federal tax exempt entity under Section 501(c)(3) of the Internal Revenue Code. Any donations contributed are tax deductible to the full extent allowable by law.*



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All officers and directors of the Association shall act and serve without compensation in aid of the purposes of the Association as set forth in Article II.

### **§ 13.2: No Personal Liability.**

No individual officer, director, or member of the Association shall be held personally liable in respect to any debt or other obligation incurred in the name of the Association or any of its committees pursuant to authority granted directly or indirectly by the Board.

## **ARTICLE XIV: AMENDMENTS**

### **§ 14.1: Amendment of Bylaws.**

These Bylaws may be amended when necessary by two-thirds vote of the Board of Directors at any regular, or special meeting called for that purpose. Proposed amendments must be submitted in writing to the Secretary to be sent out with regular Board announcements. Notwithstanding the foregoing, the Board may not amend any provision of these Bylaws for which Articles 121 to 137 of the Colorado Revised Nonprofit Corporation Act (the "NPCA") reserves exclusively to the members, or that would result in a change of the rights, privileges, preferences, restrictions or conditions of a membership class. The active members have the right to amend these Bylaws as provided for under Sections 7-130-103 and 7-130-104 of the NPCA.

## **ARTICLE XV: GRIEVANCE PROCEDURE**

### **§ 15.1: Grievances.**

Any member of this Association may file a written grievance in the form of a complaint with the Secretary, within fifteen (15) days, pertaining to any matter within the cognizance of this Association and/or alleging a violation of any provision of these Bylaws or Operating Regulations. At the time of filing, a copy of the complaint shall be sent to the President. Upon receipt of a complaint, the Secretary shall provide a copy to each director.

### **§ 15.2: Form of Written Complaint.**

Each complaint shall be signed under oath and shall allege with particularity the nature of the grievance and/or each claimed violation by reference to specific sections thereof. Concise factual allegations shall be set forth in numbered paragraphs, each paragraph containing a single factual allegation.

### **§ 15.3: Informal Resolution Process.**

The President shall, within fifteen (15) days, appoint a director to contact the complainant and seek to resolve the complaint through informal means.

### **§ 15.4: Hearing of Grievance.**

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In the event that the member filing a complaint is not satisfied with the resolution of the matter by informal methods, he/she may request a hearing, whereupon the President shall, within fifteen (15) days, appoint a panel, consisting of three (3) directors, none of whom shall have an interest in the subject matter of the complaint, to hear evidence, make findings of fact, and adjudicate the issues raised. At least twenty percent (20%) of the directors appointed pursuant to this section shall be active players on USDMNT or USDWNT.

### **§ 15.5: Fair Notice.**

Fair notice and an opportunity for a hearing shall be accorded to any amateur athlete, coach, trainer, interpreter, manager, administrator, supporter, fan, or official before this Association declares such individual is prevented from participation in the programs or other activities of the member's organization, in accordance with § 3.1(e) of these Bylaws and Bylaw 213 Section 1(a)(7) of the United States Soccer Federation.

### **§ 15.6: Due Process.**

At any hearing conducted pursuant to § 15.4 of this Article, all interested parties shall have the right to counsel, to present evidence in support or in opposition to the complaint, to cross-examine witnesses, and to present such factual or legal claims as will support their positions. A summarized record of the proceedings shall be made by the hearing panel. The rules of evidence shall not be strictly enforced; instead, rules of evidence that are generally accepted in administrative proceedings shall be applicable. The hearing panel shall expeditiously conduct the hearing and reach a decision. The panel shall report its findings of fact and conclusions in writing to the Board of Directors and all interested parties. Such decision may include the decision to terminate the membership of an individual.

### **§ 15.7: Appeal.**

The decision of the hearing panel may be appealed to the full Board of Directors by written notice to the President by certified mail within fifteen (15) days from the receipt of the decision. The decision rendered by the Board of Directors shall be the final decision of the Association.

## **ARTICLE XVI: FINANCES**

### **§ 16.1: Fiscal Year**

The fiscal year of the Association shall be from January 1 to December 31.

### **§ 16.2: Bank Accounts**

The Board may designate one or more depositories for the funds belonging to or under the control of the Association.



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### **§ 16.3: Association Checks and Drafts**

The Treasurer, the President and the Vice Presidents shall be recognized signatories of checks issued by the Association. All checks shall bear at least one (1) signature.

### **§ 16.4: Checks to Association**

All bank checks and draft and/or money orders submitted to the Association should be made payable to the “United States of America Deaf Soccer Association” or “USADSA.”

### **§ 16.5: Audit**

An audit shall be conducted annually in January and within thirty (30) days of the election or appointment of the Treasurer. An audit must be conducted a minimum of one (1) time per year.

- (a) Two (2) persons not authorized to sign checks shall be appointed by the President to conduct the audit.
- (b) The audit shall include the review of bank statements, accounts payable and receivable, checks, deposits, fundraising records, and any other financial transactions of the Association.

### **§ 16.6: Default Provisions.**

To the extent not referenced in these Bylaws, the provisions of the NPCA shall apply to the governance and procedures of the Association.

## **ARTICLE XVII: DISSOLUTION**

In case of dissolution of this Association, monies remaining in the Association treasury following payment of all bills shall be donated to the USADSF, or any other non-profit sports group(s) the Board of Directors deems appropriate.

## **ARTICLE XVIII: ARBITRATION DECISIONS**

The Association agrees to submit to binding arbitration, conducted in accordance with the commercial rules of the American Arbitration Association, any controversy involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition, as provided for by the United States Olympic Committee's Constitution and Bylaws.

## **ARTICLE XIX: UNSPECIFIED MATTERS**

The Board is fully empowered to decide all matters not specifically provided for in the Articles of Incorporation, Bylaws, and Policies of the Association.

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## ARTICLE XX: VERIFICATION

I/We as Directors of the United States of America Deaf Soccer Association do hereby attest that the preceding Bylaws were ratified in accordance with the current Bylaws as revised \_\_\_\_\_  
\_\_ 2019.

\_\_\_\_\_  
President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vice President - USDMNT

\_\_\_\_\_  
Date

\_\_\_\_\_  
Vice President – USDWNT

\_\_\_\_\_  
Date

\_\_\_\_\_  
Men’s Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Women’s Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Youth Representative

\_\_\_\_\_  
Date

\_\_\_\_\_  
Treasurer

\_\_\_\_\_  
Date

\_\_\_\_\_  
Immediate Past President

\_\_\_\_\_  
Date

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### EXHIBIT A

#### USADSA MISSION STATEMENT

USA Deaf Soccer Association's mission is to empower deaf and hard of hearing female and male soccer players with the opportunity to represent and contribute to the United States of America and the deaf and hard of hearing community on both a national and international stage. USADSA supports the International Committee of Sports for the Deaf motto: Per Ludos Aequalitas (Equality through Sports); and, adheres to the ideals of the Deaflympics.





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### EXHIBIT B

#### CONTRIBUTING MEMBER VOTING WEIGHTS

All contributing members can attain annual membership and voting rights as provided in these Bylaws by submitting payment to USADSA (<https://www.paypal.me/USDeafSoccer>).

*Gold:* \$100+ = 1/3 of a vote

*Silver:* \$50-\$99 = 1/4 of a vote

*Bronze:* \$25-\$49 = 1/5 of a vote



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## EXHIBIT C

### ADDITIONAL DUTIES OF THE OFFICERS

#### President

- Prepare the USDWNT, USDMNT, and future USDYNT for international competition
  - USADSA Events:
    - 2+ camps per year (depending on upcoming events)
    - Upcoming events:
      - 2019 PANAMDES
        - *men only* – qualification for international events, women already qualified
      - 2020 Deaf World Cup – location TBA
      - 2021 Deaflympics – location TBA
  - Work with VP for both teams:
    - Planning & Organization
      - Gear
      - Travel
      - Arrange sufficient staff
      - Coordination with coaches, staff, and directors
    - Budgets
- Responsible for managing outside relationships
  - USA Deaf Sports Federation (USADSF)
  - International Committee of Sports for the Deaf (ICSD)
  - Pan American Organization of Sports for the Deaf (PANAMDES)
  - US Soccer Federation (USSF)
  - Sponsors and donors
  - Other Teams and Federations
- Provide leadership and guidance for the direction of the organization
  - Execute the plans and vision of the Board
  - Run Board meetings via GoToMeeting, Skype, etc.
    - once every 4-6 weeks
  - Provide support for Board members in their roles
  - Champion the USADSA mission statement
  - Responsible for organizing committees, as needed
    - i.e. social media, fundraising, etc.
  - Address issues within the membership
- Work with Board members to delegate tasks including:
  - Increase program awareness and fundraise for all of USADSA

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- Working directly with Vice Presidents on DNT matters
  - Oversee the budget and nonprofit reporting requirements with Treasurer
- Contracts, Documents, Insurance
  - Execute contracts and documents, including coaching contracts
  - Maintain proper program insurance and compliance
- Attend Conferences
  - USSF AGM – Annual
  - United Soccer Coaches

### **Vice President (2)**

(2 positions: Vice President – USDMNT, Vice President – USDWNT)

- USADSA and DMNT/DWNT Events
  - Planning
  - Organization
  - Budgets
  - Gear
  - Travel
  - Arrange sufficient staff
  - Confirm receipt of membership fees, audiology tests, liability waivers prior to the start of each event
  - Coordination with coaches, staff, and Board members
- Fundraising and budgeting responsibilities for both USADSA and DMNT/DWNT
- Working directly with President on USADSA and DMNT/DWNT matters
- Communicating with the DMNT/DWNT Representative to cover all DMNT / DWNT matters
- Chairperson of DMNT/DWNT grievance hearing panel and Co-Chairperson of USADSA grievance hearing panel
- Identify USDWNT volunteer Team Manager for each DMNT/DWNT event, as needed
- Increase program awareness for USADSA and DMNT/DWNT
- Shared Social Media / Marketing responsibilities with DMNT/DWNT Representative
- In the absence of the President, or if the President becomes vacant, the USADSA Board Members shall vote to appoint either the Vice President – USDWNT or the Vice President – USDMNT to the role of President.

### **Secretary**

- Responsible for taking meeting notes of all Board meetings and distributing copies of the minutes to all directors
- Ensure that action items are addressed and accomplished

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## United States of America Deaf Soccer Association

- 
- Assume responsibilities and roles of President/Vice President in the absence of either role
  - Maintain an up-to-date membership list of active members (with assistance from the Vice Presidents and Coaches)
  - Send out announcements to USADSA when appropriate
  - Assist the President and Vice Presidents as needed

### **Treasurer**

- Responsible for overseeing the USA Deaf Soccer Bank Account and credit cards
- Working with both coaches and the Board to ensure that funds are properly accounted
- Reconciling player payments for camps and tournaments
- Making sure USDMNT / USDWNT abide by the allocated budgets decided on before events
- Issuing reimbursements for expenses outlaid by coaches, staff, and/or players
- Working with the President to ensure taxes are properly filed and insurance is covered
- Basic bookkeeping knowledge is necessary to be able to reconcile income and expenses
- Make a financial report at each Board meeting

### **Youth Representative**

- Create and implement a plan for the successful development of a USDYNT
- Communication with men's and women's representatives and coaches about potential youth prospects
- Communicating with parents of youth players and passing this information and communication on to the men's or women's representative
- Create a database of youth players that includes players' names, emails, addresses, phone numbers, etc. This enables the teams to stay in touch with players and track their progress as they grow
- Focusing on identifying youth players. This can be done by researching deaf programs, communities, or camps and reaching out to these entities with information about USA Deaf Soccer that they can pass on.
- Forging relationships with the leadership of deaf sports camps in order to: create more awareness about USADSA and the Deaflympics and to provide flyers for them to share with their campers
- Support Vice Presidents and Representatives, when available

### **Women's Representative**

- Supervise and manage social media accounts

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## United States of America Deaf Soccer Association

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- Liaise between coaching staff, members of the team and the Board
  - Address media inquiries
  - Work directly with Vice President – USDWNT
  - Player recruitment and identification for the USDWNT
    - Includes seeking out collegiate, club, and local coaches to raise awareness of the entire USADSA program.
  - Collection of each player’s documentation, including:
    - Visas
    - Passports
    - Driver’s license
    - Liability/Insurance Waiver(s)
    - Audiograms
  - Communicate with players regarding upcoming tournaments and training camps.
  - Fulfill the obligations and responsibilities of the President and Vice President – USDWNT should one or both not be in attendance for an event.
  - Organize USDMNT events with President and Vice President – USDWNT.

### Men’s Representative

- Supervise and manage social media accounts
- Liaise between coaching staff, members of the team and the Board
- Address media inquiries
- Work directly with Vice President – USDMNT
- Player recruitment and identification for the USDMNT
  - Includes seeking out collegiate, club, and local coaches to raise awareness of the entire USADSA program
- Collection of each player’s documentation, including:
  - Visas
  - Passports
  - Driver’s license
  - Liability/Insurance Waiver(s)
  - Audiograms
- Communicate with players regarding upcoming tournaments and training camps.
- Fulfill the obligations and responsibilities of the President and Vice President – USDMNT should one or both not be in attendance for an event.
- Organize USDMNT events with President and Vice President – USDMNT.



# United States of America Deaf Soccer Association

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## EXHIBIT D

### DIRECTOR ELECTION PROCEDURE

The USADSA Board will consider the following items for a properly executed election:

- Identify the list of USADSA members (names & emails) eligible to vote in the election.
- Establish a timeline, such as 10-14 days, and format, such as electionbuddy.com, for USADSA voting members to submit nominations for candidates for each director position should they chose to do so.
- To be a nominee for a director and corresponding officer position, a minimum of three (3) nominations from voting USADSA members is required.
- During this timeline, non-member individuals shall be given the opportunity to become voting members of USADSA by paying the established membership dues.
- Once the nomination process is closed, all successfully nominated nominees shall be contacted and granted forty-eight (48) hours to accept or decline nominations for their respectively nominated positions.
- Nominees must become USADSA members by contributing the established membership dues during this forty-eight (48) hour period if they are not already active members.
- Nominees may run for multiple director/officer positions if nominated to those positions.
- Establish a timeline, such as 7-10 days, and format, such as electionbuddy.com, for USADSA voting members to submit votes for candidates for each position should they choose to do so.
- The nominee receiving a majority of votes for each open position will be elected as a director and to that officer position upon the closing of the voting process.
- Should a nominee have received a majority of votes for multiple positions, he/she will be elected to the position of his/her choice (and shall have twenty-four (24) hours to decide). The second-place nominee(s) in those respective position(s) not chosen by the first-place nominee will then have the opportunity to accept those respective positions.
- Verify that the results of the votes and nominees selected are accurate.
- Announce the election results and transition over materials to the newly-elected Board of Directors.

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