



Bylaws v112

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1 PURPOSE

Texoma Soccer Association (TSA) is a tax-exempt entity as a member association to North Texas Soccer to promote and develop the game of soccer for the youth and adults of the Texoma area. Membership is open to everyone who shares these goals.

1.1 Recreational

Our recreational program is designed to provide healthy activity, emphasizing enjoyment and development over competition. A program that allows kids to have fun, make mistakes, and learn or the player ages 3-18 who is primarily interested in fun, fitness, and friendship. The philosophy is striving to give every participant substantial playing time.

1.2 Competitive

Our competitive program is designed for the more committed player. Providing an opportunity to be selected to register on competitive teams through local Member Associations. Provides the more committed U12-U19 players the opportunity to advance their skills through higher competition.

2 ORGANIZATION AND ADMINISTRATION

TSA represents all members falling within the boundary lines of Grayson County, and may accept voluntary membership applications from outside this area.

All association rules shall adhere to the rules of North Texas. If a rule exists at the state level (exact or similar), and if there is a conflict with the state rule, then the more stringent rule shall be the rule. If the association does not have the rule, then the state rule shall be followed.

2.1 Membership

(Reference to the male gender within the rules and procedures is for simplification and refer to both males and females.)

2.1.1 Officers

TSA officers consist of The President, Vice President, Treasurer, Director of Coach & Player Development, Director of Association Development, A&D, Secretary, Commissioners and Area Directors. Their positions are further described below.

2.1.2 Players

Any player in the area served by TSA may subscribe to membership in the association.

2.1.3 Coaches

Coaches, to include assistants and managers, are individuals designated to represent a specific team during the playing of the game, practice, and general membership meeting.

2.2 TSA Board

The TSA Board shall consist of TSA Officers and Non-Voting Members, as established by the general membership. The TSA Board shall establish the procedures of TSA and propose rule modifications for the general membership to consider.

2.2.1 TSA Officer Duties

2.2.1.1 TSA Officers

The TSA Board shall serve the Voting Members in the capacity of decision-making consistent with the intent and spirit of the rules governing TSA. All members of the TSA Board have exactly one vote. The TSA Board shall prepare all rule proposals for presentation and approval from the general membership. The TSA Board establishes the commissioners' roles and responsibilities. The TSA Board selects the vendors for specific products and the administration of delivery of the products as necessary. The TSA Board approves procedures for the operational aspects of the association.

The President may from time-to-time designate individuals other than those elected to the TSA Board to serve as ex-officio members of the TSA Board. Ex-officio members shall have the right to attend all meetings and participate in all discussions of the TSA Board but shall have no voting rights therein. The term of office for ex-officio members shall be at the discretion of the President.

2.2.1.2 President

The President is charged with the overall administration of the association and shall act as a general manager. The President will serve as coordinator for publicity and will be responsible for all external affairs of TSA. The President is empowered to take prudent and reasonable action in cases not covered in these bylaws, and such authority is implicit in the office. The TSA President will chair the TSA Board of Directors. The TSA President will chair the general membership meeting.

2.2.1.3 Vice President

The TSA Vice President shall function as President in the absence of the President. The TSA Vice President will be responsible for the smooth coordination of all departments of the association's operations including but not limited in action as coordinator of the following: Awards, Referees, and Coaches.

2.2.1.4 Director of Association Development

The TSA Director of Association Development is responsible for the smooth coordination of all development activity including but not limited in action to the following: Advertising, Marketing, Tournaments, and Grant Writing. He will respond to parent and member inquiries on social media. The Director will also maintain the social media webpages by keeping them updated regularly. The Director shall temporarily assume the duties of the office of President if both the President and Vice President are absent or temporarily incapacitated.

2.2.1.5 Secretary

The TSA Secretary shall be responsible for keeping records and minutes of all meetings of TSA and shall have general custody of TSA records and all official correspondence shall be directed through the Secretary who shall maintain all official master records, information and Bylaws of TSA.

The TSA Secretary shall post the minutes to the website within two week of the meeting – The TSA Secretary shall maintain either a soft or hard copy of all minutes and correspondence. initially marked as “unapproved”. The TSA Secretary shall update the minutes as approved

when the proper membership approves the minutes (e.g., the Board approves the previous minutes).

If these copies are not posted on the website, then a member through a director may request a copy. TSA Secretary shall respond to the request within 10 days of receipt. The requester must pay for all copy charges if a soft version is not available.

2.2.1.6 Treasurer

The TSA Treasurer shall collect all monies and have charge of all funds of TSA that shall be kept in a bank designated by the TSA Board. The Treasurer shall pay all bills that have been approved by the TSA President and authorized by the TSA Board as budgeted or approved by the TSA Board. The treasurerThe treasurer shall have available at all meetings a financial report that consists of a record of all transactions since the last meeting, previous and current balances, and future incomes/expenses known at the time of the meeting. If the report is not available, then the Board may not commit TSA to the expenditure of new funds. The President or other designated officer will co-sign all checks over a specified amount (see procedure) with the Treasurer. Internal audit reports shall be submitted at the end of each spring and fall season. A third-party compilation should be conducted annually. The Treasurer is responsible for the timely, accurate, and verifiable payment of fees to the referees. The Treasurer shall develop procedures to accomplish this responsibility. The TSA Treasurer shall provide accurate financial records upon request to North Texas to maintain our umbrella tax-exempt status.

2.2.1.7 Appeals and Discipline

The Commissioner of Appeals and Discipline (A & D) shall serve as chairman of the Appeals and Discipline committee. The TSA Commissioner of A & D shall be appointed by the TSA President and approved by the TSA Board The TSA President shall serve as the Director of Appeals if the position is unfilled.

2.2.1.8 Director of Coaching and Player Education

The Director of Coaching and Player Education is responsible for all coaching and player education and development including but not limited to the following: coordinating coaches' clinics, serving as a resource for coaches, aiding Area Directors in recruiting coaches, and presenting youth clinic/camp recommendations to the board.

2.2.1.9 Area Directors

The Area Director (AD) shall be the primary contact for the teams within their area. The AD shall be responsible for recruiting coaches for the teams within their area. Teams shall add an assistant coach, and may add a manager, AFTER team formation. The AD assists in the collection of Risk Management paperwork from the coaches, assistant coaches, and managers and delivers them to the TSA Registrar.

2.2.1.9.1 Area Affiliations

TSA recognizes area affiliations for the purposes of administrations and registrations within specific areas of the youth divisions. An area's boundaries will be the Independent School District (ISD) (e.g., Sherman ISD is the Sherman area boundary) or a combination of school districts. All schools physically within the area, public or private, are part of the area. A home-school player shall be part of an area where they reside. The following areas are established:

Bells

Collinsville

Denison

Gunter

Howe

Pottsboro

Sherman

Southmayd-Sadler (S & S)

Tioga

Tom Bean

Van Alstyne

Whitesboro

Whitewright

U4

~~2.2.1.9.2~~ — ~~Area Directors~~ — ~~Selection Process~~

Area directors shall be elected by the coaches from the specific area bi-annually effective Fall 2007. Election shall be held at the AGM. Current area directors shall remain in place until new election. The TSA Board shall announce the area directors that will be elected each year with each area guaranteed an election every other year.

2.2.1.9.3 Area Director Assistance

Each AD may appoint anyone to assist in the duties given above.

2.2.1.10 Commissioners

The TSA Board shall establish commissioners as necessary and provide procedures for their role. Commissioners may or may not have voting rights within the Board. Commissioners do not

have voting rights for general meetings except as established for coaches. The following commissioners are recommended:

Youth Commissioner

Adult Commissioner

Commissioners are established by the TSA Board except where specified as required. The appointment of commissioners shall be as specified below or within the procedures. The required commissioners shall have a right to vote during all TSA Board meetings. Any other commissioner shall have voting rights as specified by the procedures written for the position.

2.2.1.10.1 Youth Commissioner

TSA shall have youth commissioners for the purposes of coordinating the administration of members of the youth division as described by the procedures written for Area Directors.

2.2.1.10.2 Adult Commissioner

TSA shall have an adult commissioner for the purpose of coordinating registration and eligibility of members in the adult division. The adult commissioner is appointed by the TSA President with approval of the TSA Board.

2.3 Non-Officer Positions

2.3.1 Registrar

TSA shall have a registrar for the purposes of coordinating the master registration of TSA membership. The TSA Registrar shall be appointed by the TSA President and approved by the TSA Board. The Registrar will be an at-will independent contractor of the Association, paid by funds of the Association, and may be terminated at any time by the Board in its sole discretion. The Registrar shall report to the TSA Board. The position may be filled by a Board member or Association member. If the Registrar is also a Board or Association member, then any compensation received must be directly related to their contractor duties and not their status within the Association. The Registrar shall not be a director or closely related to an area director to avoid potential conflict of interests. The TSA President shall appoint a Registrar, if the position is unfilled.

2.3.2 Referee Assignor

TSA shall have a referee assignor for the purpose of scheduling and assigning referees to TSA games, and the communication between TSA and the referees. The TSA Referee Assignor shall be appointed by the TSA President and approved by the TSA Board. The Referee Assignor Will be an at-will independent contractor of the Association, paid by funds of the Association, and may be terminated at any time by the Board in its sole discretion. The Assignor shall report to the TSA Board. The position may be filled by a Board member or Association member. If the Assignor is also a Board or Association member, then any compensation received must be directly related to their contractor duties and not their status within the Association. The Assignor shall not be a director or closely related to an area director to avoid potential conflict of interests. The TSA President shall appoint an assignor, if the position is unfilled.

2.3.3 Scheduler

The scheduler shall coordinate the master game schedule of the TSA membership. The scheduler will be an at-will independent contractor of the Association, paid by funds of the Association, and may be terminated at any time by the Board in its sole discretion. The scheduler shall report to the TSA Board. The position may be filled by a Board member or Association member. If the scheduler is also a Board or Association member, then any compensation received must be directly related to their contractor duties and not their status within the Association. The scheduler shall not be a director or closely related to an area director to avoid potential conflict of interests. The TSA President shall appoint a scheduler, if the position is unfilled.

2.3.4 Uniform Coordinator

The uniform coordinator shall facilitate the purchase of all uniforms necessary for the TSA membership. The uniform coordinator will be an at-will independent contractor of the Association, paid by funds of the Association, and may be terminated at any time by the Board in its sole discretion. The uniform coordinator shall report to the TSA Board. The position may be filled by a Board member or Association member. If the coordinator is also a Board or Association member, then any compensation received must be directly related to their contractor duties and not their status within the Association. If an Operations Coordinator is employed by the TSA Board, then the Operations Coordinator will assume this job function.

2.3.5 Field Marshal

TSA shall have a field marshal assigned at all youth events. The field marshal will be readily available and identifiable at all times. The field marshal is responsible for inspecting fields to make certain they are free from objects or conditions that may cause injury. The field marshal is also responsible for setting up the fields at the beginning of the day and restoring equipment at the end of the day. The field marshal will maintain peace and good order at the fields. The field marshal will be an at-will independent contractor of the Association, paid by funds of the

Association, and may be terminated at any time by the Board in its sole discretion. The field marshal shall report to the TSA Board. The position may be filled by a Board member or Association member. If the field marshal is also a Board Member or Association member, then any compensation received must be directly related to their contractor duties and not their status with the Association. FIELD MARSHAL MUST BE 21 YEARS OR OLDER.

2.3.6 Club Director:

The Club Director will be appointed by the TSA President and Vice President with majority approval of club representatives and two thirds majority vote on the board. He/She will represent club teams for the Texoma Soccer Association. He/She will assist in collecting any funds pertaining to TSC including; registration dues, referee fees, tournament fees, and sponsorships, etc. prior to the season. Will also be responsible for providing a financial report and budget to the TSA Treasurer prior to the season. Duties and tasks involve management and oversight of the teams participating in the Texoma Soccer Club. The Club Director will have no voting rights on the Texoma Soccer Association board, he/she will be the committee chairperson of the Club Committee.

The Club Committee shall consist of the Club Director, members appointed by the Director and approved by the TSA Board, and a representative appointed by the TSA board. The representative of the TSA Board will serve as an advisor to the committee and shall not have voting rights on the club committee. This committee shall plan, establish, approve and administer all rules and regulations of the Club play sponsored by and under this Association. The TSA board representative shall report all Club Committee outcomes to the Texoma Soccer Association Board of directors at board meetings for final approval. All members of the committee must be registered volunteers with Texoma Soccer Association which includes passing an annual Risk Management background check with North Texas State Soccer Association.

2.3.7 Operations Coordinator:

The Operations Coordinator shall be the chief administrative staff person of the Association, subject to the supervision of and reporting directly to the President & Vice President. They shall have no voting rights on the TSA Board, shall hold no volunteer position on the Board and shall not be directly related (spouse or child) to a current board member. Working with TSA officers, area directors and other league officials they shall perform such duties as may be incident to the office to manage the daily business activities of the association and/or other duties specifically

delegated to that position by the President or Vice President. The Operations Coordinator shall be selected by President and Vice President, approved by a simple majority of the TSA Board and serve at the pleasure of the Board and receive such compensation and other emoluments as the Board may from time to time determine. They shall be an at-will independent contractor of the Association, paid by funds of the Association and may be terminated at any time by a removal vote of two thirds of the TSA Board for any reason. The job responsibilities will be outlined in a separate document and updated as needed.

2.4 General Membership

The TSA President shall convene a minimum of one general membership meeting prior to each season. The notice of the general meeting will be posted at least two weeks prior to the meeting.

The TSA Board of Directors may convene meetings of the General Membership at such times and places as it may consider necessary or desirable. A General Membership meeting must be convened within 10 days, upon a petition signed by not less than ten percent (10%) of the voting members.

Twenty-five percent (25%) of the Voting Members and a simple majority of the TSA Board shall constitute a quorum for a General Meeting. The required number of members present to constitute a quorum shall be announced at the beginning of the meeting.

Failure to have a quorum at the General Meetings and where rules are to be considered for adoption shall permit the TSA Board the privilege of adopting the rules as presented, without amendment, for the good of the game. These rules adopted for the good of the game shall be binding until the next general meeting called for the purpose of adopting rule changes.

2.4.1 Board Meetings

Meetings of the TSA Board of Directors will be held at times necessary for the purpose of conducting normal business. The TSA President shall be responsible for calling and conducting the meetings of the TSA Board

An TSA Board member not attending four (4) meetings annually, including regular meetings of this Association or TSA Board meetings, will have this office declared vacant unless such absences are excused by the TSA Board. The office shall then be filled in accordance with the Board Procedures.

2.4.2 Conduct of Meetings

All meetings of the Association shall be conducted in accordance with the latest edition of Robert's Manual of Parliamentary Rules. All general meetings and board meetings are open sessions. All meetings shall have minutes published and posted on the organization website.

2.4.3 Voting Rights

Each recreational and competitive team is allowed one voting representative to TSA.

The TSA officers have voting rights as specified by their position. A TSA officer may only have one vote, regardless of position or status (e.g., a head coach).

Voting members shall vote on any changes to the rules of TSA. TSA does not allow votes by proxy.

2.4.4 Appointment of Alternates

Should an alternate request be seated, they shall submit a letter from their Area Director, stating their authority to represent their Area as an alternate for that meeting. The alternate must be a member of the Area that they are to represent.

2.4.5 Rule Changes

The rules may be changed only at general meetings. Changes to the rules shall be by simple majority vote of the voting members present. The TSA Board shall prepare all rule proposals for presentation and approval from the general membership. All proposed changes shall be posted on the web site for at least two weeks prior to the meeting. Rule changes take effect immediately following the meeting adopted unless a specific date is specified in the rule.

2.4.6 Meetings of Association

In the event that a ruling is required, which applies specifically to either the youth or adult membership of the Association at any general meeting, then a separate vote shall be taken on the matter. The TSA Board shall determine when a separate ruling of this nature is needed. In this situation, only the youth or adult member associations present, and the TSA Board shall have a vote on that matter.

2.4.7 Procedural Changes

The TSA Board shall approve the procedures used by TSA in day-to-day operations. The TSA Board shall publish the approved procedures separately to the TSA Bylaws. The Board may change the procedures at any Board meeting. Changes to the procedures must be announced and posted on the website. Procedure changes take effect immediately following the meeting adopted unless a specific date is specified in the procedure.

For procedural changes, the TSA President may use electronic (e-mail) means to make changes. The e-mail must be collected and published to represent the minutes of the process to modify the procedures.

2.5 TSA Elections

2.5.1 Procedures

TSA officers shall be elected by a ballot of the general Voting Membership at the annual meeting prior to the beginning of the soccer year to serve a two-year term. The President, Secretary, and Director of Education shall be elected in an odd year (e.g., 1993). The Vice President, Treasurer, and Director of Development shall be elected in an even year (e.g., 1992). Officers currently serving upon ratification of this Constitution shall have their terms extended as appropriate.

The Board may establish a nomination committee. The nomination committee shall publish a slate of nominees one week prior to the general meeting. Nominations are permitted from the floor.

The TSA President shall conduct the elections using the methods of voice, acclamation, show of hands, or secret ballots.

Newly elected officers shall immediately assume their office and shall have, if necessary and desired, thirty (30) days of transition between the old and the new officers.

The TSA President may appoint an interim officer for vacancies, with Board approval, until the next general meeting. If the vacancy is for the office of the TSA President, then the TSA Vice President would take over as President until the next general meeting. Any officer may resign for any reason in writing.

2.5.2 Removal from Office

Any TSA Officer or Commissioner may be removed from office by the Voting Members for any reason, to include but not limited by, non-performance of duties, actions detrimental to TSA, charged or convicted of any criminal activity, embezzlement, or conflict of interests – perceived or real. Call for removals may be entered at any General Membership meeting or Special Meetings of the General Membership called for the purpose of removal. A 60% majority of the Voting Members present, and voting is required to remove an individual from office. The TSA Board may temporarily remove anyone from an Area Director's position upon a 60% majority vote of the TSA Board.

2.6 Internet Site

The TSA internet site shall be the official communication means for TSA. The site content is under control of the TSA President with advice from the TSA Board and the website administrator. The software source code is the property of the website administrator.

3 PLAYERS AND COACHES

3.1 Registration

All players must register each season with TSA using the specified procedure and payment of fees. All players registering for the first time with TSA must submit a photocopy of their birth certificate. TSA Registrar shall maintain the registration record for the current soccer year.

3.2 Divisions and Playing Ages

3.2.1 Youth

Youth Divisions recognized by North Texas and USSF are Under-4, 5, 6, 8, 10, 12, 14, 16, and 19.

TSA uses Age Divisions (year pure divisions) that are part of the Youth Divisions (e.g., Under-9 is part of the Under-10 Youth Division).

The playing ages indicate that the player must be younger than the age specified by North Texas at the beginning of the current soccer year. Currently, the date is August 1. All players must be at least three years old on August 1 of the current soccer year to play in the fall, or January 1 to play in the spring. The age of the player is determined by their birth year. A team's age division is determined by the birth year.

The deliberate playing of any person over the age limit for their Youth Division will result in the forfeiture of all games in which the over age player has participated. The coaching staff may also face disciplinary actions for playing an ineligible player. EXCEPTION: A player may apply to North Texas Soccer for permission to play down and if approved, the player shall be assigned to the lower age division.

All requests to play up require a written request from the parent/guardian. Requests must be submitted at registrations using a TSA approved form. A recreational player who is qualified by age to play in one Youth Division may play in the next older Youth Division but only at the lowest Age Division within the Youth Division, if available. If the Youth Division does not have the lower Age Division, then TSA reserves the right to refuse the request.

A player who plays up in the fall season will normally not be allowed to play in their correct Youth Division in the spring season. A player may appeal for an exception to this rule to the TSA Board.

3.2.2 Adult

Adult Divisions within TSA are recognized by North Texas.

3.3 Recreational Instruction Guide

The Under-6 through Under-8 Youth Divisions are more instructional and less competitive for playing time and positions purposes. In these Youth Divisions, learning to play the game will be stressed. These divisions do not keep score or standings.

All players must play at least the equivalent of one half of each game. TSA recommends that players should be at an attacking position half of the above playing time and at a defensive position half of the above playing time. Players may play less than half the game because of medical reasons or personal refusal to continue play. At no time is a coach or parent expected to force a player into playing.

The Under-12 and older Youth Divisions are more competitive. In these Youth Division, coaches are strongly encouraged to play each player at least the equivalent of one half of each game. The coach may make exceptions if the coach communicated the exceptions to the parents, preferably in writing, at the beginning of each season or prior to applying the rule.

3.4 Coaches

TSA feels strongly that it is a privilege to coach a TSA team. This privilege may be revoked by the area director for infringing upon the philosophy or rules of the association. Failure to abide by these standard rules will result in the coach being subject to disciplinary action at the TSA level.

Coaches are selected by the area directors. The area director provides the coach with the instructions to complete the process (see Risk Management procedure). The assistant coach shall also follow the risk management procedure.

In consideration for the privilege of coaching a TSA team, each head coach may have their child / children protected from a blind draw. The term protected means that the player will be assigned to the team coached by the parent / guardian if all other assignment procedures are fulfilled.

3.5 Post Season Awards

TSA shall provide participation awards to all youth players who do not receive place trophies. The award choice shall be made by the TSA Board of Directors and be appropriate to the amount of money budgeted and received during registration of the current season. Placement trophies may be in lieu of a participation award and TSA shall determine methods for awarding placement trophies. Teams who are selected as the TOC representative shall be awarded first place placement trophy in the fall season.

4 GAME ADMINISTRATION

4.1 Calendar

The soccer year for TSA will begin August 1st of each calendar year and will end July 31st of the following calendar year. The TSA Board establishes the seasonal calendars (see registration and schedule procedures for guidance).

4.2 Registration and Assignments

TSA conducts registrations according to the procedures. Player assignments are typically by blind draft (see procedures) with specified rights.

4.3 Team Names

Teams that form in the fall season shall retain their identity in the spring season for the purpose

of registration. A team is considered as returning in the spring season if at least two players or

one coach and one player returns. This clause is strictly for registration purposes and maintaining registration records with North Texas.

4.4 Game Schedules

TSA published schedules according to the TSA procedures. TSA shall schedule a minimum of 8 games per season for each team, TSA board can make exceptions to our Under-4 age division. TSA does not guarantee the minimum number of games will be played due to events beyond TSA's control.

TSA shall determine when schedules are final. When a schedule is final, specific requests to change the schedule are not allowed except to make corrections.

TSA reserves the right to reschedule games within calendar, time, and field availability. If TSA determines that rescheduling is not possible, then it is possible that a team may play less than 8 games in a season.

4.5 Post Season Tournament

TSA may conduct a post season tournament for Under-9 and above divisions. TSA shall announce tournament eligibility rules prior to the start of the season. The post season tournament may be used to determine representation to the North Texas Tournament of Champions. See the tournament procedure.

5 CODE OF ETHICS

This code of ethics has been developed to clarify and distinguish approved and accepted professional, ethical, and moral behavior from that which is detrimental to the development of the sport of soccer. (The term "Coach" shall include, but is not limited to Head Coach, Assistant Coach(s), Manager / Trainer and / or Team Representatives.)

5.1 Code of Ethics for Coaches

5.1.1 Responsibilities to Players

The coach must never place the value of winning over the safety and welfare of players. Winning should be the result of preparation and discipline with emphasis placed on the highest ideals and character traits.

Coaches shall instruct players to play within the written laws of the game and within the spirit of the game at all times.

Coaches shall not seek unfair advantage by teaching deliberate unsportsmanlike behavior to players.

Coaches should not tolerate inappropriate behavior from players regardless of the situation.

Demands on players' time should never be so extensive as to interfere with academic goals and progress. Motivation for excellence should include academics as well as athletics.

Coaches must never encourage players to violate NTSSA recruitment, eligibility, or guest player rules and procedures.

Under no circumstance should coaches authorize or encourage the use of medicinal or performance enhancing drugs. Players should be directed to see proper medical attention for injuries and to follow the physician's instructions regarding treatment and recovery. At no time should a player be put at risk by returning from injury prematurely or by being forced to play while injured.

5.1.2 Responsibilities to NTSSA and Member Associations

Adherence to all NTSSA and Member Associations rules and policies, especially those regarding eligibility, team formation, recruiting, and guest players are mandatory and should never be violated. It is the responsibility of every coach to know and understand these rules.

Player development and the growth of the player through participation are essential to the growth of the sport. Additionally, the coach must behave in such a manner that the principles, integrity, and dignity of the sport are maintained.

Any problems that cannot be resolved between coaches should be referred to the appropriate NTSSA Commissioner, Member Association, or League Commissioner immediately.

5.1.3 Responsibilities to the Laws of the Game

Coaches should be thoroughly acquainted with and demonstrate a working knowledge of

the laws of the game of soccer. Coaches are also responsible to ensure that their players understand the intent as well as the application of the laws.

Coaches must adhere to the letter and spirit of the laws of the game. Those coaches who circumvent the rules to gain advantage have no place in soccer.

Coaches are responsible for their players' actions on the field and must not permit them to perform with the intent of causing injury to opposing players.

If coaches permit, encourage, or condone performance that is not in the letter or spirit of the laws, they are derelict in their responsibility to players, Member Associations, NTSSA and the sport worldwide. The coach must strive constantly to teach good sporting behavior.

5.1.4 Responsibilities to Officials

Officials must have the support of coaches, players and spectators. Criticism of officials undermines their purpose in the game. Coaches must always refrain from criticizing officials in the presence of players.

Coaches should strive to develop a line of communication with officials, giving each an opportunity to better understand the problems relating to their specific area. This section shall not be taken as an encouragement to debate referee decisions during the match.

On game day, officials should be treated with respect before, during, and after the game. Officials should be addressed as “referee” or “Mr. / Ms. Referee” and not by name. Professional respect should be mutual and there should be no demeaning dialogue or gesture between official, coach, or player. Coaches must not incite players or spectators or attempt to disrupt the flow of play.

Comments regarding an official should be made in writing to the appropriate organization assigning the official.

5.1.5 Responsibilities Regarding Scouting and Recruiting

It is unethical to scout any team, by any means whatsoever, except in regularly scheduled games.

The use of videotape or motion picture equipment to scout an opponent’s regularly scheduled games for the purpose of recruiting is unethical.

All NTSSA rules pertaining to recruiting shall be strictly observed by the coach, manager, or any team representative.

It is unethical to recruit player(s) actively playing for another team.

It is unethical for a player to be recruited or enticed from the Olympic Development Program (ODP) setting, either by his ODP coach or any other coach, manager, parent or team representative.

When discussing the advantages of his organization, the coach has an ethical obligation to be forthright

and refrain from making derogatory remarks regarding other coaches, teams, and organizations.

It is unethical for any coach to make a statement to a prospective athlete which cannot be fulfilled; illegal to promise any kind of compensation or inducement for play; and immoral to deliver the same.

Allegations of illegal or unethical recruiting are very serious and should be based on concrete facts rather than hearsay and innuendo. While documentation of recruiting violations is essential, the use of videotape and other electronic equipment is discouraged.

5.1.6 Responsibilities of Public Relations

Coaches have a responsibility to promote the game of soccer to the public. Comments and critiques of governing bodies, teams, coaches, players, parents, or the media should be positive and constructive, never prejudicial or inflammatory.

When asked to give a recommendation concerning a team, camp, coach or organization, it is in the best interest of all concerned if no less than three referrals are given in order to provide a professional unbiased source of information.

Coaches have the responsibility to assist their players in conducting themselves properly when in public while representing their team, Member Association, and NTSSA.

Publicly predicting a win is folly and serves no useful place in a coach's public image.

Comments stressing injuries, team, personnel conflicts, or disciplinary problems as an excuse for a loss or unsuccessful endeavor are detrimental and should be avoided.

It is unethical for a coach to solicit alumni, parents, booster club or managers to pressure organizations, Member Associations or NTSSA to alter established rules. The coach must not attempt to influence these organizations in political or financial dealings outside the framework of their own rules and bylaws.

The media should be allowed access to the players for comment. Players should be instructed in how to conduct themselves during an interview.

5.1.7 Game Day and Other Responsibilities

A coach's behavior must be such as to bring credit to himself, his organization, and the sport of soccer. This is never more evident than on the day of the contest.

Rival coaches should meet prior to the game and exchange friendly or professional greetings. While the concept of rivalry is wholly embraced, it cannot take precedence over exemplary professional conduct.

During play, coaches have a responsibility to be as inconspicuous as possible. Coaches shall exhibit a respectful attitude towards players. The coach must confine him/herself to the coaching area. The attitude of the coach towards officials, spectators, opposing players and coaches should be controlled and undemonstrative.50%

It shall be unethical for a coach to have any verbal altercation with an opposing coach or bench during the game. Hostile physical contact with a player is considered highly unethical.

The coach's foremost post-game responsibility is his / her team.

Coaches should use their influence on unfriendly spectators that demonstrate intimidating behavior towards officials and opposing teams.

5.2 Parent's Code of Conduct

Children have more need for example than for criticism. Attempt to relieve the pressure of the competition, not increase it. A child is easily affected by outside influences.

Be kind to your child's coach and officials. The coach is a volunteer, giving of personal time and money to provide a recreational activity for your child. You are ultimately responsible for your child's behavior on game day, as well as practice, not the coach.

The opponents are necessary friends; without them your child could not participate.

Applaud good plays by your team and by members of the opposing team.

Do not openly question an official's judgment and honesty. Officials are symbols of fair play, integrity, and sportsmanship.50%

Accept the results of each game. Encourage your child to be gracious in victory, and to turn defeat into victory by working towards improvement.

Remember your child is involved in organized sports for their enjoyment, NOT YOURS!

Encourage your child to always play by the rules.

Teach your child that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.

Remember that your child learns by example. Children mimic what their parents say. Criticism of the coach, officials, teammates, and/or opponents fosters bad attitudes and can only lead to a negative experience for your child.

Parents should remember that a coach has an entire team of players to consider when making decisions regarding position, playing time, substitutions, and strategy. The team does not revolve around one player.

A parent must never misrepresent to their team their child's eligibility to play on that team, and must be honest in dealings with NTSSA and Member Associations (including playing leagues).

A parent must never be verbally or physically violent or threatening with any coach, parent, player, or representative of their Member Association or NTSSA.

5.3 Code of Conduct for USSF / NTSSA Registered Referees and Assignors

I pledge that I will faithfully enforce the Laws of the Game and any special Rule of the Competition of the League(s) I am officiating for without prejudice or favoritism to any player, team or coach.

I recognize that it is my professional duty to constantly keep abreast of any changes in the Laws or Rules of Play and to keep myself physically fit and have my training refreshed.

I will constantly strive to improve my own refereeing techniques and always accept sincere, constructive criticism from fellow referees or official assessors without malice.

I pledge that I will make myself available, whenever possible, for game assignments for which I am qualified.

If I am a State or National USSF referee, I acknowledge that my first responsibility is to State or USSF assigned games and that I will make myself available for these assignments regardless of conflicts with local playing associations or with leagues that I may be active in as a player or as a coach.

I do hereby acknowledge my fellow referees' total authority over any matches over which they are duly assigned to officiate, and I pledge that I will never interfere with the carrying out of their prescribed duties, before, during or after a match.

I understand that any criticism of fellow referees should be limited to constructive criticism in quiet, private referee-to-referee discussions, and then never within hearing distance of players, coaches or spectators.

As a registered USSF/NTSSA referee, I will always strive to conduct myself in the highest professional manner possible, including refraining from indulging in arguments or name-calling with coaches and/or spectators.

I also acknowledge that if I am also a coach, player or spectator, that my conduct towards, and my respect for, my fellow referee doing my game is more closely noticed by all concerned. I will, therefore, strive to set a very high standard of personal conduct under these circumstances to serve as an example to all.

I understand that I should wear only the approved USSF referee uniform with the current badge of the highest grade I am qualified for, and that my uniform be clean, neat and in a good state of repair. I also understand that if I am a coach, I am not to wear my uniform while coaching my team.

I further understand that I should not partake of any type of alcoholic beverage before any game assignment, and that I should never smoke, eat or drink while actually officiating.

I hereby pledge that I will always faithfully carry out my duties and obligations as a USSF referee registered with the North Texas State Soccer Association; and that I do hereby acknowledge and accept

the jurisdiction of the local NTSSA- affiliated playing association I may be refereeing for, the NTSSA and USSF, and their respective Referee Committees, where applicable, over my actions, conduct and performance as a registered USSF referee.

I furthermore understand that I may be disciplined, to include being placed on probation, suspended, or refused referee registration for significant or repetitive breaches of this Code of Conduct or any of its articles or provisions.

5.3.1 USSF CODE OF ETHICS FOR REFEREES (as established per USSF Policy 531-11)

I will always maintain the utmost respect for the game of soccer.

I will conduct myself honorably at all times and maintain the dignity of my position. I will always honor an assignment or any other contractual obligation.

I will attend training meetings and clinics so as to know the Laws of the Game, their proper interpretation and their application.

I will always strive to achieve maximum teamwork with my fellow officials.

I will be loyal to my fellow officials and never knowingly promote criticism of them.

I will be in good physical condition.

I will control the players effectively by being courteous and considerate without sacrificing fairness.

I will do my utmost to assist my fellow officials to better themselves and their work.

I will not make statements about any games except to clarify an interpretation of the Laws of the Game.

I will not discriminate against nor take undue advantage of any individual group on the basis of race, color, religion, sex or national origin.

I consider it a privilege to be a part of the United States Soccer Federation and my actions will reflect credit upon that organization and its affiliates.

5.3.2 USSF CODE OF ETHICS FOR ASSIGNORS (as established per USSF Policy 531-11)

I will maintain the utmost respect for referees and other officials of the game, and I will conduct myself honorably at all times.

I will make the assignments based on what is good for the game and what is good for the referee.

As a member of the United States Soccer Federation, my actions will reflect credit upon the organization.

I will contribute to the continuous development of referees in the National Referee Development Program.

I will conduct myself ethically and professionally in the assignment process.

I will respect the rights and dignity of all the referees, and I will not criticize them unless it is in private, constructive and for their benefit.

I will offer equal opportunity to all qualified referees, and I will not discriminate against or take undue advantage of any individual or group on the basis of race, color, religion, sex or national origin.

I will cooperate fully in the timely resolution of any grievance hearing or complaint.

I consider it a privilege to be a part of the United States Soccer Federation and my actions will reflect credit upon that organization or its affiliates.

5.4 Code of Ethics for TSA Board of Director Members

None of us arrives at any administrative level, volunteer or not, without spending some “grass roots” time somewhere. We are appointed or elected to our positions because enough people had confidence in us, appreciation for what we had done in the past and assurance that we could lead them in a positive, productive future. This responsibility of accepting such a challenge, especially in a volunteer capacity, must have some guidelines. It is important to remember that as board members we are very high profile. It is equally important that we remember that we are primarily a service organization and that we treat fellow volunteers as partners with a common goal—the organization, development and promotion of soccer. We should maintain high standards and serve by example.

Have respect for the game, players, officials, parents, coaches, member association volunteers and fellow board members and deal with them in a patient, courteous and consistent manner.

Criticism channeled through the proper quarter should be educational, constructive, balanced and positive. Under no circumstances should it be demeaning or detrimental to the self-respect of the individuals involved.

Administrators should be informed and available. As facilitators they should know the right questions, have the ability to elicit the right answers and foster creativity with accountability within their committee or area.

Regarding committeemen and other volunteers: they should be praised for time spent and jobs well done; their suggestions welcomed, evaluated and conclusions communicated to them. Abilities should be recognized and encouraged.

Above all: courtesy, self-control and loyalty. We are role models for the youngest players to the newest association. Our responsibility is to serve them well as we work toward our common goal.

Members of the TSA Board shall act in a professional manner at any Association sanctioned event and refrain from any discussion or attire regarding adult-only material.

Failure to Comply: The TSA Board will take appropriate action as necessary to retain a professional

environment within TSA, including a fine no less than twenty-five dollars (\$25) and not to exceed two hundred fifty dollars (\$250).

5.5 Conflict of Interest Policy

As a non-profit tax-exempt corporation in good standing with the state and federal government, the Texoma Soccer Association will maintain a conflict-of-interest policy. The TSA Board shall publish the approved conflict of interest policy separately to the TSA Rules. All TSA Officers, Commissioners, Non-Officer Positions, and Club Committee members are required, upon taking office or tenure, to disclose any potential conflicts they may have with TSA and/or its operations. The TSA Secretary shall maintain a single-copy of the conflict-of-interest forms for each aforementioned individual.

6 REVISION HISTORY

Version	Description	Date
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102	<p>Added a Mission Statement Clearly identifying commissioners on the board for the youth and adult divisions as we are a Joint Member Association within NT</p> <p>Formally acknowledging the Texoma Adult Soccer Association (TASA) rules and that the Executive Committee (EC) of TSA is the EC of TASA as well</p> <p>Identifying Non-Officer Positions. No board position is a paid position. This also identifies those positions which are paid but previously unidentified in the Bylaws</p> <p>All EC positions contain term limits</p> <p>Changed the notice for General Meetings to two weeks instead of one because Bylaw changes must be posted two weeks prior to the meeting</p> <p>Added wording to allow for the removal of any nonparticipating EC member by the remainder of the Executive Committee</p> <p>Returned all EC meetings to open</p>	4/1/2008
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	<p>meetings</p> <p>Added wording to allow an Area Director to send / appoint an alternate in his stead to the EC meetings to conduct business</p> <p>Wording to clarify that Bylaw changes must be presented to the membership by a member of the EC at the AGM</p> <p>Added additional wording to the Code of Ethics to include the EC</p> <p>This accounts for roles provided within TSA that are non-paid, non-voting but have the authority to act on behalf of TSA, at the discretion of the EC (example – a grant writer would have the authority to apply for grants on behalf of TSA, on TSA letterhead)</p>	
103	<p>Changed the words financial audit to financial compilation</p> <p>Changed all references of the word employee to contract worker</p> <p>Added a Conflict-of-Interest policy</p>	2/17/2009

104	<p>Added general formatting updates to the document. No data was dropped or added other than what is documented below.</p> <p>Added the Director of Development position and duties to begin with the fall 2009 AGM.</p> <p>Added a table of contents and revision history</p>	5/12/2009
105	Corrected typos. Left previous revision shading intact.	7/7/2009
106	Moved the Referee Commissioner to the Director of Referees under Non-Officer Positions	9/14/2010
107	<p>Added Director of Association Development to the EC and renamed the old Director of Development to Director of Coaching and Player Education</p> <p>Removed the assistant coach selection process to move it to the</p>	2/22/2011
	Procedures	

108	Revised Adult Commissioner description Revised Director of Referees description to Referee Liaison Revised Procedures section term election years for Director of Education and Director of Development and details for a vacated position	8/10/2016
	Added additional reasons for Removal from Office section Changed wording in Youth Divisions and Playing Ages to match current age of player and age of team requirements Updated Parent's Code of Conduct	
109	Added 2.3.6 Operations Coordinator	02/26/20

110	<p>Added 2.7 Texoma Soccer Club</p> <p>Removed Executive Committee and reinstated TSA Board of Directors</p> <p>Removed A&D chairman position as duties moved to VP role</p>	07/11/2022
V112	<p>Updated Executive Committee to reflect prior change to TSA Board.</p> <p>Updated TSA Board and Officers</p> <p>Updated TSA officer Voting (removing multi vote)</p> <p>Updated referee Liaison to Assigner.</p> <p>Removed Savoy</p> <p>Removed job description for Ops Coord – place in separate procedures / job description doc.</p>	5/21/24