

ARLINGTON SOCCER ASSOCIATION, INC.

Bylaws

Approved by the Voting Membership on August 25, 2009. Revised April 25, 2011; June 21, 2011; June 17, 2013; June 8, 2015; April 30, 2016; May 8, 2017; April 8, 2019; May 31, 2020; October 19, 2020; and March 16, 2024.

Arlington Soccer's mission is to provide quality soccer programs and experiences for youth of all abilities, backgrounds, and financial means to encourage personal growth, promote a love for the game, and advance soccer in Arlington and surrounding communities.

Article I Voting Membership

Voting Membership in the Arlington Soccer Association, Inc. ("Association") shall consist of thirteen members: five from the Recreational Program Committee ("Rec Committee"), five from the Competitive & Development Program Committee ("C&D Committee"), and three At-Large Members from the Board of Directors. Individual members of the Voting Membership are referred to as "Voting Members". Program Committees shall be represented by their Chairperson or designated board representative plus four additional members. The Board shall be represented by the President plus two additional at-large members. Rotation of these members will be executed as outlined in each Committee charter or Policy directive. No individual may hold more than a single vote in the Voting Membership (i.e. in the case that an individual serves on two of the three entities that comprise the Voting Membership, they may only represent one entity and have one vote). The President of the Board of Directors shall serve as the Presiding Officer.

Article II Directors

Sec 1: The governance of the Association shall be vested in a Board of Directors ("Board"). The Board shall consist of the Chairpersons of the two Program Committees set forth in these Bylaws (the Rec Committee and the C&D Committee), and up to nine at-large Directors to be elected by the Voting Membership.

Sec 2: The Board shall be responsible for setting policy for the Association.

Sec 3: A Director shall discharge his or her duties as a Director, including his or her duties as a member of a committee, in accordance with his or her good faith business judgment of the best interests of the Association. Unless a Director has knowledge or information concerning the matter in question that makes reliance unwarranted, a Director is entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, if prepared or presented by:

- a. one or more officers or employees of the Association whom the Director believes, in good faith, to be reliable and competent in the matters presented;
- b. legal counsel, public accountants or other professional persons as to matters the Director believes, in good faith, are within the person's professional or expert competence; or
- c. a committee of the Board of which the Director is not a member if the Director believes, in good faith, that the committee merits confidence.
- d. A Director is not liable for any action taken as a Director, or any failure to act, if he or she performed the duties of his or her office in compliance with this section.

Sec 4: Election of the at-large Directors of the Board shall be by majority vote of the Voting Membership present at the annual meeting of the Association. There shall be no voting by proxy. In the event a candidate is a voting Member, that candidate must recuse himself or herself from the vote at the annual meeting. In the event of a tie vote between or amongst candidates, a runoff election will be held solely among the affected candidates.

Sec 5: At-large Directors serve for three years. At-large Directors may be re-elected but may only serve for 2 consecutive terms. Program Committee Chairpersons serve as Directors as long as they hold the position of Program Committee Chairperson up to a maximum of 6 years and will be succeeded at the next Board meeting following their replacement by a new Program Committee Chairperson. Any Director who reaches a term limit may return to the Board after a minimum of one year's absence.

Sec 6: Terms of at-large Directors shall be staggered. Each year, the membership shall elect three at-large Directors to serve for a period of three years subject to the limitations in Section 5. At-large Directors who are seeking re-election and have not completed six (6) consecutive years of service, may be elected for another term not to exceed eight (8) consecutive years of service.

Sec 7: There shall be a standing Nominating Committee with three participants. The Chair of the Nominating Committee will be the Vice President, unless the Vice President's Board position is up for election and the Vice President intends to seek re-election, in which case the Vice President shall designate an at-large Board member who is not up for election. The remainder of the Committee shall be comprised of two additional participants: one designee of each of the two Program Committees.

The Chair shall report the recommendations of the Nominating Committee to the membership no later than 15 days before the annual meeting of the Association. Additional individuals' names may be placed in nomination, with the individual's consent, from the floor at the annual membership meeting for at-large Director positions. The Board shall establish criteria to guide the Nominating Committee in its recommendation of candidates.

Sec 8: Each elected at-large Director shall take office at the first Board meeting following his or her election and serve until his or her successor takes office.

Sec 9: Vacancies of the elected at-large Directors that occur between annual meetings may be filled by a majority vote of the Board. Such appointees shall serve the remainder of the term of the individual being replaced. A vacancy in the office of President shall be filled by the Vice President until such time as the Board elects a new President.

Sec 10: Any Director may be disciplined, but not removed, by a two-thirds majority of those Board Members eligible to vote. Removal of a director may be recommended by a two-thirds majority of the Board to the Voting Membership, and Voting Membership may remove a Director with a two-thirds majority of those present. Any disciplinary measures shall be in accordance with the Board of Directors Policies & Procedures. At the discretion of the Board, any disciplinary case can be referred to the Rules & Disciplinary Committee for a suggestion of recommended action. If a Member is being considered for disciplinary measures or processes, they are not eligible to vote on that matter and are entitled to ten (10) days advance notice of such consideration. The President of the Board (or Vice President in the event the President is up for disciplinary action) is responsible for notifying the affected Board Member of any decision.

Sec. 11: The Board shall designate a registered office and appoint a registered agent, as required by the Virginia Code, whose business office shall be identical with the registered office.

Article III Officers

Each year during the first Board meeting immediately after annual elections, the Board shall elect from its members a President, Vice President, Secretary, and Treasurer. Those four officers shall serve as the “Executive Committee”. If there are no candidates for a given office, the existing Executive Committee shall appoint someone to the empty office.

Sec 1: The President shall preside at all meetings of the Association and the Board and shall have the duties and powers normally appurtenant to the office of the President in addition to those specifically outlined in these Bylaws. The President shall be available to counsel, advise and support the Executive Director in all outward-facing club matters as requested, including but not limited to sponsorship/partner support, relationships with Arlington County and City of Falls Church staff and officials, and other local, state and national youth soccer organizations.

Sec 2: The Vice President shall have the duties and exercise the powers of the President in the case of the President’s absence or incapacity, as well as any other duties or powers specified in these Bylaws.

Sec 3: The Secretary shall see that a record of all meetings of the Association and the Board and all matters of which a record shall be ordered by the Association is maintained and available to the members. The Secretary shall exercise such other and further duties as may be designated by the Board or specified in these Bylaws.

Sec 4: The Treasurer, in conjunction with the Executive Director, shall render to the Board or whenever otherwise requested, correct statements and reports showing the financial condition of the Association and together with the Executive Director, shall present the Association’s budget to the Board for its approval. The Treasurer shall exercise such other and further duties as may be designated by the Board or these Bylaws.

Article IV Meetings

Sec 1: There shall be an annual meeting of the Association, held during June of each year; however, due to extenuating circumstances, the Board may adopt a resolution to postpone the meeting by no more than 90 days and shall provide notice to the Voting Members of such postponement. The purpose of this annual meeting shall be to conduct elections (pursuant to Article II), to amend the bylaws (as described in Article XIII), and to conduct other matters of interest to the Voting Membership. The annual meeting shall be chaired by the President, or his or her designee. Notice of the annual meeting shall be provided at least fifteen (15) days prior to the date of the annual meeting by email communications or other such means as are deemed appropriate by the Board.

Sec 2: Special meetings or electronic votes of the membership may be called by the President, a majority of the Board or a written petition of at least four Voting Members from the previous Voting Membership meeting. Notice of such meetings or electronic votes shall be given to the Voting Membership seventy-two (72) hours in advance.

Sec 3: In the 30 days prior to a Voting Membership meeting, no changes may be made to the Program Committee charters or Board of Directors policy guidelines that impact the selection of Voting Members.

Sec 4: Meetings of the Board shall be held at least six (6) times a year at such time and place as decided by the President. A majority of the Board shall constitute a quorum. Directors may participate in a meeting of the Board by telephone conference or similar means of communication. Participation by such means shall constitute presence in person at a meeting. The President shall also convene a special meeting or electronic vote of the Board within seven days of any request for such a meeting joined by three (3) or more members of the Board.

Article V Programs

Sec 1: The Association shall offer at least the following Programs: Recreational Program, and Competitive & Development Program.

Sec 2: The Recreational Program will be open to all youth soccer players, regardless of ability, through high school (subject to any limitations established on the number of select players who may participate in the Program or on teams within the Program). The Recreational Program will be organized by groups as established by the Board in consultation with the Rec Committee (established in Article VI).

Sec 3: The Competitive & Development Program will be open to all players who qualify based upon their athletic ability and soccer skills as determined in a try-out or other selection process as established by the Executive Director or his/her designee in consultation with the C&D Committee (as established in Article VI).

Sec 4: The Association may establish and conduct additional activities, including but not limited to programs, clinics, camps, exhibitions, tournaments and classes, as it sees fit to further the mission, vision and purposes of the Association. Any such activities shall be carried out under the direction of the Executive Director or the direction of such staff as the Executive Director may designate, or some other management structure or form as designated by the Board.

Sec 5: The Recreational Program and the Competitive & Development Program will be governed by their respective charters and these Bylaws. All changes to the charters must be approved by the Board.

Article VI Program Committees

Sec 1: The Association shall have two permanent Program Committees, as set forth below:

- a. Recreational Program Committee. The Rec Committee shall consist of the Manager of each recreational club as established by the Board in consultation with the Rec Committee.
 - i. There shall be thirteen recreational clubs.
 - ii. Each recreational club shall designate an individual to serve as the Club Manager. In the event of an unfilled Club Manager position, the Executive Director may appoint an interim Club Manager.
 - iii. Each Club Manager shall serve as a member of the Rec Committee. The Club Managers serving on the Rec Committee shall elect one of them as the Chairperson of the Rec Committee. The Chairperson of the Rec Committee will serve on the Board for as long as he or she is the Chairperson of the Rec Committee, subject to the limitation in Article II, section 5.
 - iv. The Chair of the Rec Committee shall appoint themselves and four recreational club managers to serve as Voting Membership Committee members no later than 15 days before a meeting is called. The four Voting Members will be rotated on an annual basis in compliance with the Rec Committee Charter. No manager may be appointed as a Voting Member who is the subject of a vote or proposal (i.e. no one who stands as a Board Candidate may serve as Voting Member who will vote on Board Elections).
 - v. The Rec Committee shall meet at the request of the Executive Director, the Chairperson of the Committee, or three members of the Committee, and shall include at its meetings the Executive Director or his/her designees.

vi. The Rec Committee shall be responsible for advising the Executive Director as to the management of the Recreational Program of the Association, including playing rules, competition formats, disciplinary procedures, organizational structure, and operating procedures, subject to these Bylaws and the policy direction of the Board.

b. Competitive & Development Program Committee. The C&D Committee shall consist of members as defined in the C&D Program Charter.

i. Each travel team shall designate an individual to serve as the Team Coordinator. The Team Coordinators shall, together, form the Competitive & Development Program Council ("Council"). The Council shall have, at a minimum, an annual general meeting, and such other meetings as may be called by the Chairperson of the C&D Committee. The members of the C&D Committee will be elected by a majority vote of the Council, with each Team Coordinator having one vote. Such elections to be conducted in accordance with the C&D Program Charter.

ii. The Chair of the C&D Committee shall appoint himself and four C&D members to serve as Voting Membership Committee members no later than 15 days before a meeting is called. The four Voting Members will be rotated on an annual basis in compliance with the C&D Charter. No member may be appointed as a Voting Member who is the subject of a vote or proposal (i.e. no one who stands as a Board Candidate may serve as Voting Member who will vote on Board Elections).

iii. The C&D Committee shall meet at the request of the Executive Director, the Committee Chairperson, or three members of the Committee, and shall include at its meetings the Executive Director or his/her designees.

iv. The C&D Committee shall be responsible for advising the Executive Director as to the management of the C&D Program of the Association, subject to these Bylaws and the policy direction of the Board.

Sec. 2: Each of the Program Committees may, in its discretion, appoint sub-committees, which may include non-members of the Program Committees, to assist in its duties and responsibilities. Each such subcommittee must be approved by a majority of the relevant Program Committee and must be provided with a written description of its charter.

Article VII Standing and Temporary Committees

Standing Committees may be established by the President with approval of the Board. The charter of any standing committee shall be set forth in writing. The Board may also establish additional committees of temporary duration as it deems necessary. Any such temporary committee shall be given a written description of its charter.

Article VIII Executive Director

The Board may employ an individual to serve as Executive Director of the Association. This person shall be responsible to the Board for the management of the Association, its Recreational, Competitive & Development, and other programs and activities, as well as its employees, contractors and volunteers, subject to these Bylaws and the policy direction of the Board. The Executive Director will be charged with the following areas of responsibility:

1. Staff (including Contractor) Management
2. Financial & Operations Management
3. Community Engagement & Partnerships

The Executive Director will be evaluated annually during a fiscal year-end review process. This review will be based on their job performance in accordance with the current job description and goals. The Board has the option to review and update the job description annually. The Executive Committee is responsible for executing the annual review, establishing new goals and objectives as appropriate, and setting compensation.

An Executive Director may be removed with approval of a simple majority of Directors. In the case of an Executive Director vacancy, the Executive Committee will be charged with appointing a temporary successor and hiring a full-time replacement.

Article IX

Non-Voting By Association Employees and Their Families

No employee of the Association, or immediate family member of any employee aged 21 and older of the Association, may hold a position as a Voting Member of the Association, Director of the Association or member of a Program Committee. Employees of the Association and immediate family members may serve in an advisory capacity to a Program Committee and may vote in a subcommittee of a Program Committee, or a standing or temporary committee of the Board, provided that the charter of such subcommittee, standing committee or temporary committee expressly allows such vote. For purposes of this paragraph, immediate family member shall include the employee's spouse, parents, grandparents, children, grandchildren, brothers, sisters, mother-in-law, father-in-law, brothers-in-law, sisters-in-law, daughters-in-law, and sons-in-law. Adopted, half and step members of a family are also included in this definition.

Article X

Meeting Procedures and Methods of Communication and Voting

Sec. 1: Meetings of the Board, Voting Membership, Program Committees and other committees shall be led by the respective chairperson, or his or her designee. It is expected that individual participants respect the rights of others to have their opinions and to voice them, and that meetings will be civil and courteous. The Board may adopt a few key values for the purpose of running the meetings of the Association.

Sec. 2: Communications with Association Directors, Officers, Program Committee Members, the Executive Director and other employees of the Association may take place via email or other electronic means, including all official notices and other communications within these Bylaws. Votes of the Board, Voting Membership and Program Committees may be taken by email or other electronic means. Every Director, Officer, Voting Member, and Program Committee member must maintain a valid email address and furnish such address, and any changes to such address, to the Executive Director for purposes of communicating Association business.

Article XI Delegations

Delegations or special committees, as may be necessary, may be appointed by the President to represent the Association in any convention or meeting, subject to the approval of and/or direction of the Board. Such delegations shall be free to vote on all matters at that convention or meeting unless otherwise specifically instructed by the Board.

Article XII Audit

The Executive Director shall provide for an annual independent audit of the financial accounts of the Association, the results of which will be made available to the Board Members.

Article XIII Amendments

These Bylaws may be amended by a two-thirds (2/3) or more vote of the Voting Members present at any regular or special meeting, provided that the Voting Members shall be given written notice of the proposed amendment(s) at least fifteen (15) days prior to the meeting at which the amendment(s) shall be acted upon. Publication of a general notice of proposed Bylaw changes on the Association website and via electronic distribution to members shall constitute adequate notice.

Article XIV Corporate Records

Sec 1: The Association shall keep as permanent records minutes of all meetings of its members and Board, a record of all actions taken by the Voting Members or Board without a meeting, and a record of all actions taken by a committee of the Board in place of the Board on behalf of the Association.

Sec 2: The Association shall maintain appropriate accounting records that are available for review upon request of members.

Sec 3: The Association shall maintain a record of its Voting Members designated for each meeting, in a form that permits preparation of a list of the names and addresses of all Voting Members, in alphabetical order.

Sec 4: The Association shall maintain its records in written form or in another form capable of conversion into written form within a reasonable time.

Sec 5: The Association shall keep a copy of the following records:

- a.** Its articles or restated articles of incorporation, all amendments to them currently in effect, and any notices to members regarding facts on which a filed document is dependent;
- b.** its Bylaws or restated Bylaws and all amendments to them currently in effect;

- c. the minutes of Voting Membership meetings, and records of all actions taken by Voting Members without a meeting, for the past three years;
- d. all written communications to Voting Members concerning official business of the Association within the past three years;
- e. a list of the names and business addresses of its current directors and officers; and f. its most recent annual report filed with the State Corporation Commission.

Sec 6: All documents described in sections 1 through 5 of this Article will be maintained pursuant to a document retention policy established by the Board.

Article XV Dissolution

The Association may be dissolved at any time by a vote of two-thirds (2/3) or more of the Voting Membership present at any regular or special meeting, provided that the Voting Members shall be given written notice of the proposed dissolution at least fifteen (15) days prior to the meeting at which the dissolution shall be acted upon. Publication of a general notice of proposed dissolution on the home page of the Association website and via electronic distribution to members shall constitute adequate notice.