

**FRONT ROYAL SOCCER ASSOCIATION, INCORPORATED
CONSTITUTION AND BYLAWS**



214 E. Jackson Street, Front Royal VA, 22630

Adopted April 2023



TABLE OF CONTENTS

STATEMENT OF PURPOSE	Page 3
ARTICLE I: NAME AND ORGANIZATION	Page 3
ARTICLE II: PHILOSOPHY AND OBJECTIVES	Page 3
ARTICLE III: MEMBERSHIP	Page 4
ARTICLE IV: BOARD OF DIRECTORS	Pages 4-11
ARTICLE V: BOARD RESPONSIBILITY	Pages 11-12
ARTICLE VI: ELECTIONS	Pages 12-13
ARTICLE VII: TERMS OF OFFICE	Page 13
ARTICLE VIII: BOARD MEETINGS	Page 13
ARTICLE IX: REMOVAL OF BOARD MEMBERS	Pages 13-14
ARTICLE X: CONFLICT OF INTEREST POLICY	Page 14
ARTICLE XI: FISCAL MATTERS	Pages 14-16
ARTICLE XII: PANDEMIC POLICY	Page 16
ARTICLE XIII: WHISTLEBLOWER POLICY	Page 16
ARTICLE XIV: DISSOLUTION POLICY	Page 17
ARTICLE XV: TAX EXEMPT STATUS	Page 17

STATEMENT OF PURPOSE

This association is organized exclusively for charitable and educational purposes under Section 501(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

The purpose of Front Royal Soccer Association, Incorporated, is to provide educational opportunities for children to learn the fundamentals of soccer and to participate in a team sport. The association shall strive to provide each child with learning and growing experience in the development of soccer skills, knowledge, and sportsmanship.



This purpose is best served through the experience of participation. Concern and emphasis on winning is secondary to the enjoyment of the game. Pressuring players to win is strongly discouraged and not tolerated by the Front Royal Soccer Association, Inc.

Participation is open to every child regardless of race, creed, gender, national origin, non-disabling physical or mental handicap, financial circumstances, or level of skill, in the available age groupings of the program.

ARTICLE 1: NAME AND ORGANIZATION

1.1 **Name:** The name of this organization shall be the Front Royal Soccer Association, Incorporated, and shall hereinafter be referred to as the FRSA.

1.2 **Organization:** The FRSA's Constitution and Bylaws, and Rules and Regulations shall constitute the exclusive governing documents of the association.

1.2.1 The Board of Directors will have the express authority to associate or disassociate the FRSA with other organizations that promote like philosophies and objectives.

1.2.2 The primary purpose of the FRSA soccer program is to offer children in Front Royal and Warren County an educational experience in a healthy competitive setting. The emphasis of this program shall be participation, character development, good sportsmanship, instruction, and enjoyment.

1.2.3 The FRSA physical/ mailing address shall be 214 East Jackson Street, Front Royal, Virginia 22630.

ARTICLE II: PHILOSOPHY AND OBJECTIVES

2.1 These philosophies and objectives shall govern all FRSA business and activities at all times.

2.1.1 To develop and promote concepts of good sportsmanship, fair play, fitness, and teamwork within the game of soccer.

2.1.2 To develop and promote respect for coaches, referees, officials, other players, facilities, and equipment.

ARTICLE III: MEMBERSHIP

3.1 Membership into the association is open to all interested individuals without discrimination due to age, gender, race, creed, religion, national origin, financial circumstance, or non-disabling physical condition or mental handicap. Members must be willing and able to follow the purpose, philosophy, objectives, and rules and regulations set forth in the Constitution and By Laws. This includes players, coaches, referees, family household members, sponsors, volunteers, committee members and board members.



ARTICLE IV: BOARD OF DIRECTORS

4.1 The governing body of FRSA shall have two parts; Elected Executive Board Members and Appointed Board Members, which when combined will be known as the Board of Directors.

4.1.1 Elected Executive Board Members will consist of President, Vice President, Secretary, Treasurer and Registrar

4.1.2 Appointed Board Members will consist of Other Representatives, Division Commissioners and Working Commissioners

4.2 Executive Board Members

4.2.1 President

- Ensures that the FRSA operations are managed in a timely and efficient manner.
- Calls to order and presides over all meetings of the FRSA.
- Acts as a liaison between FRSA members, i.e., the Board Members, Coaches, Parents, and Players
- Votes only in the event of a tie
- Appoints Board Members when vacated during term, and volunteers to assist with committees when required.
- Ensures FRSA is properly represented with government, civic and community organizations.
- Aids in team formation.
- Co-signs check(s) when necessary.
- Is responsible for FRSA correspondence outside the organization.
- Serves as an ex-officio member of all committees.
- Serves as liaison between board members and special committees.
- Serves as liaison to the Warren County Parks & Rec Board or their designee.
- With the Referee Commissioner, checks the fields before and during any weather occurrence to make sure they are safe and playable.
- Presents an Annual Report for the Board Members at the Annual Meeting
- Holds an FRSA credit card.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.2.2 Vice President

- Is a voting Board Member.
- Attends all Board Meetings
- Has the responsibility to serve in the absence of the President.
- Holds an FRSA credit card.
- Chairs all committees unless otherwise noted.
- Aids in team formation
- Co-signs checks when necessary.



- Can order patches, ribbons, or other selected awards for all divisions if approved by the board.
- Coordinates with coaches to schedule team practices, locations, and times
- Resolves and is the contact person for scheduling conflicts for practices, make-up practices and make-up games.
- Coordinates Soccer Showcase Tournament and Picnic in the Spring
- Coordinates Opening Day activities.
- Coordinates concession stand activities.
- Co-Coordinates Christmas party
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.2.3 Secretary

- Is a voting Board Member.
- Drafts Agenda
- Notifies Board three (3) days prior to meetings.
- Distributes meeting minutes within a week of each club meeting.
- Keeps the Minute Library up to date.
- Must attend all board meetings and keep accurate minutes of each meeting.
- Has available for all parties such items as minutes, FRSA rulings, etc.
- Assists President with all FRSA correspondence.
- Administratively maintains the Constitution and Bylaws, and Rules and Regulations
- Aids in team formation
- Drafts and distributes a Newsletter to the members at the beginning and end of each season.
- Coordinates all information contained on the FRSA website with the webmaster.
- Will maintain a record of the board members and when their terms are up • Serves as Parliamentarian at meetings
 - Advise board of proper procedure under Robert's Rule of Order
 - Assures that FRSA's bylaws are followed.
 - Assist the President as needed.
- Checks the quorum for each meeting.
 - For the purpose of rendering a decision or vote, a quorum of the board is required. A quorum shall consist of at least half the voting board members for normal FRSA business decisions.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.2.4 Treasurer

- Is a voting Board Member.
- Attends all Board Meetings.
- Receives all monies (outside of registration fees) belonging to the FRSA and disburses the same according to the authorization of the Board of Directors.
- Holds a FRSA credit card.
- Prepare a full treasurer report to be presented monthly at Board Meetings
- Pays FRSA's monthly bills in a timely manner.



- Makes financial records available to all members at all times.
- Aids in team formation
- Coordinates with Referee Commissioner to pay referees once per season.
- Shall submit the books to an outside independent accountant for review at the request of the Board Members
- Supports the creation and distribution of the President's Annual Report to Board Members
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.2.5 Registrar

- Is a voting Board Member.
- Attends all Board Meetings
- Aids in team formation
- Updates registration forms as needed and has them printed in sufficient quantity before registration begins.
- Ensures registration dates are advertised as needed.
- Organizes all registrations.
- Updates waiting list of players for all divisions.
- Keeps track of hardship scholarships and division counts
- Is the designated coordinator of background check for FRSA.
- Keeps updated team rosters and computer listings of past and present players and past and present coaches.
- Manages Coaches files.
- Manages DRAFT DAY for the Commissioners and coaches.
- Secures locations for the Coaches Meeting in March and August
- Prepares coaches packets.
- Maintains records of players' birth certificates to verify the age of each player.
- Provides copies of rosters to coaches, board members, and VYSA as required.
- Forwards required information to VYSA in a timely manner.
- Creates player passes for teams participating in tournaments outside of FRSA.
- Coordinates concession stand activities with the Vice-President.
- Sets up site and times for registration.
- Checking all forms for required information after they are turned in.
- Prepares registration flyers for school.
- Updates the on-line registration forms.
- Manages mail-in registrations.
- Provides team numbers, sizes including special sizes to the Equipment Manager.
- Co-Coordinates Christmas party
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.



4.3 Appointed Commissioner Duties

4.3.1 Head Commissioner

- Is a voting Board Member.
- Attends all Board Meetings. If they cannot attend a Board Meeting, send in a detailed report.
- Aids in team formations and helps with final review of teams.
- Work together with the Board and other Commissioners to set up coaches' meetings, training requirements, etc.
- Coordinates all Division Commissioners and serves as substitute Division Commissioner when a vacancy occurs (see Division commissioner's Responsibilities)
- Shall assist in securing head coaches and filling any coaching vacancies within their respective divisions.
- Shall attempt to solve any problems that might arise within a division and shall bring to the attention of the Executive Board any unsolvable situations or problems.
- Shall keep Commissioners up to date with any needed information, i.e., rain make-ups, clinics, certification, etc.
- Shall coordinate with Risk Management and keep Coaches up to date with any Pandemic team specific related information.
- Assists with scheduling of games, practices, and other events.
- Attends and Oversees Draft
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.2 Division Commissioners

- Is a voting Board Member.
- Attends all Board Meetings. If they cannot attend a Board Meeting, sends in a detailed report.
- Responsible for initial team formation subject to final board review
- Work together with the Board and other Commissioners to set up coaches' meetings, training requirements, etc.
- Shall be responsible for securing head coaches and filling any coaching vacancies within their respective divisions.
- Shall attempt to solve any problems that might arise within their division and shall bring to the attention of the Head Commissioner any unsolvable situations or problems.
- Shall keep coaches within their divisions up to date with any needed information, i.e., rain make-ups, clinics, certification, etc.
- Shall fill teams in their respective divisions as needed throughout the season, in accordance with the Rules and Regulations
- Shall gather player evaluation forms from coaches in their respective divisions for team placement.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.3 Travel Commissioner(s)



- Is a voting Board Member.
- Attends all Board Meetings
- Is the contact person for the Travel Liaison for the Board
- Enters all Travel team information in the VYSA/ODSL/NCSL websites as needed.
- Enters field information for Travel games.
- Attends ODSL / NCSL meetings as needed and reports back to the board.
- Creates coaches' template of the seasons requirements for Rec. and Travel
- Serves as Travel Registrar.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.4 Referee Commissioner

- Is a voting Board Member.
- Attends all Board Meetings
- Develops a list of referees and schedules their games.
- Provides the appropriate number of referees for each scheduled FRSA game.
 - Keeps accurate records of certifications.
 - Mediates appeals and rulings as necessary to provide for a safe playing atmosphere.
 - Maintains a record of individual referee game counts and forwards to Treasurer.
 - Keeps track of game records and standings
 - Responsible for observing all referees (or their designee) during at least one game per season and providing them with an evaluation of their performance.
- Shall be familiar with US Soccer Regulations and know the rules of the games.
- If the FRSA decides to use an assignor for scheduling, the Referee Commissioner shall act as a liaison between the FRSA and the assignor.
- Keeps track and records games refereed and by who on a weekly basis available by the Monday following each game.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.5 Equipment Commissioner

- Is a voting Board Member.
- Must attend at least one Board Meeting per season and as needed as issues arise.
- Maintains an inventory of soccer balls for games (game balls)
- Maintains an inventory of practice equipment for loan to coaches (balls, bags, cones)
- Arranges with coaches for return of loaned equipment.
- Maintains adequate supply of corner flags for games.
- Handles all other league equipment needs.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.



4.3.6 Sponsorship Commissioner

- Is a voting Board Member.
- Attends all Board Meetings
- Responsible for obtaining season/yearly team sponsors.
- Is the point of contact for all sponsors.
- Keeps a detailed record of sponsors.
- Assures plaques and/or shirts are ready for Sponsor Day
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.7 Risk Management Commissioner

- Oversees the Risk Management Committee
- Is a voting Board Member.
- Attends all Board Meetings
- Hears any misconduct relating to FRSA (practices & games)
- Recommends penalties to the appropriate board level regarding any player, coach, spectator or any person who can be identified as having an affiliation with FRSA.
- Hears any misconduct of any actions willfully violating the FRSA By-laws, FRSA Rules & Regulations, Parent and/or Coach Code of Conduct and any event rules who then notified the appropriate board level.
- The Risk Management Committee shall include the Risk Management Commissioner, at least one Executive Board Member, Commissioner of Division, or group.
- Serves as Covid-19 or other communicable disease or pandemic coordinator.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.8 Volunteer/Community Outreach Commissioner

- Is a voting Board Member.
- Helps in recruiting volunteers and participants for activities.
- Gets the organization involved with the community.
- Shall submit an incident/injury report when witnessing an incident/injury or they have knowledge of an incident/injury that has not been reported.

4.3.9 Player/Coach Development Coordinator

- Is a voting Board Member.
- Attends all Board Meetings. If they cannot attend a Board Meeting, sends in a detailed report.
- Establishes and oversees a standing Player/Coach Development Committee



- Works with the Player/Coach Development Committee to organize, develop, manage, and promote training for both coaches and players outside the other training directed in Article IV of the Rules and Regulations
- Act as the first contact for parents with players enrolled in developmental training (outside of normal practices)
- Keeps detailed records of all participants and other records associated with developmental training.
- Liaisons with organizations outside FRSA such as US Soccer, VYSA, and local schools and/or coaches to coordinate training for FRSA coaches and players.
- Add more of a detailed list of Coach development for each division, laying out a practice program for each division, heading Coach's mentorship program and provide all information to Commissioners and Executive Board.

4.4 **Members at Large**

- Is a voting member of the Board.
- Helps in providing support to any and all members of FRSA.

4.5 **Non-Voting Board Members**

4.5.1 Travel Liaison

4.5.2 Youth Liaison

4.5.3 Soccer Shots

4.5.4 Translator – Spanish

4.5.5 League Photographer

- Coordinates Team Pictures.
- Distributes Team pictures.
- Assures all Sponsor's team have pictures and plaques ready for the Sponsor Day ceremony.

4.5.6 Social Media Guru

- Manages and advertises FRSA on Facebook, Twitter, Instagram
- Coordinates with Registrar posts regarding registration

4.5.7 Technical Manager

- Develops and maintains the FRSA website.
- Keeps the website current.
- Manages the Google phone line at concessions and at the office.
- Attends at least one board meeting a season.



ARTICLE V: BOARD RESPONSIBILITY

5.1 The Board shall be responsible for the following:

- The administration of all FRSA business, activities, games, practices, and programs
- The establishment of all FRSA policy as it compliments these Bylaws and Rules and Regulations
- Determining the methods for establishing, forming, and balancing teams
- Determining, publishing, and communicating to all FRSA members the FRSA game rules that will be in use at all FRSA competitions.
- Maintaining the authority to expel, withhold, or withdraw any board officer or FRSA member who does not adhere to this constitution and/or the Rules and Regulations and Code of Conduct
- Appointing Commissioners
- Interpreting and clarifying these Bylaws, and the Rules and Regulations, every two (2) years following elections.

5.1.1 For the purpose of rendering a decision or vote, a quorum of at least half the voting board members of the board as it sits is required.

5.1.1.1 Any Board Member holding more than one voting role as a FRSA Board Member shall only be eligible for one vote and shall only account as one member for purposes of a meeting a quorum.

5.1.1.2 Any Board Member not in attendance may submit a proxy vote. Each proxy vote shall be specific in nature by indicating the motion or issue at hand, how they wish to vote on the topic, and who they delegate their vote to. That vote shall be submitted via electronic mail to the Board Member they delegate their vote to and the entire Executive Board at least fifteen (15) minutes prior to the meeting scheduled start time the vote is to be held. No other proxy votes will be accepted.

5.1.2 Any decisions regarding the appointment of commissioners, or changes to the Rules and Regulations will require the majority of the board as it sits.

5.1.3 Changes to the Constitution and Bylaws require a 2/3 majority of the entire Executive Board, and a majority of the rest of the board as it sits.

5.1.4 The Board reserves the right to establish and organize committees (*Non-Voting Members*) as needed; examples listed below:

- Fundraising Committee – Develops strategies for fundraising efforts for FRSA.
- Media Committee – Maintains and moderates social media presence for club.
- Soccer Showcase(Spring) Committee
- SoccerFest (Fall) Committee
- 50/50 Raffle Committee – Coordinates the 50/50 Raffle
- Concession Committee – Works with Vice President and Registrar in keeping Concession Stand game ready.
- 5K Run Committee – Coordinates the 5K Run during Fall SoccerFest
- Registration Committee – Helps during registration periods.
- Team Formation Committee – Helps during Drafts and/or team formations.
- Soccer Camp Committee – Leads the FRSA Summer Camp



- Special Events Committee
- Nominating Committee – Coordinates yearly elections.
- Volunteer Committee – Works with the Volunteer Coordinator
- Tournaments – Works on developing tournaments for FRSA to hold.
- Coach Development – Supports coaches with educational opportunities and advancements.

ARTICLE VI: ELECTIONS

6.1 Elections should at the second meeting in May and those interested in becoming Board Members may come forward. Any interested parties should make themselves known to the President or Vice President prior to May.

- Voting members shall consist of current FRSA registered members in good standing, 18 and older, with each member receiving one (1) vote.
- All current Board Members and coaches receive one (1) vote during elections and may vote absentee if needed.
- All absentee votes are due by May 1st and must be dropped of at the FRSA Office during normal business house.

6.2 Election dates may be changed with a 2/3 majority of the entire Executive Board and a majority of the rest of the board as it sits. Elections shall be held before July 1 of each year and shall be held at a regularly scheduled meeting. Elections shall be announced at least 1 Board Meeting prior to elections.

ARTICLE VII: TERMS OF OFFICE

7.1 All Executive Board Members will be elected for a set period of two (2) years by the FRSA members. If any Executive Board Member resigns, the Executive Board may appoint a replacement to serve out the remainder of their term. Terms of office run from July 1 to June 30. Staggered terms shall apply as follows:

- Odd Years – President and Treasurer
- Even Years – Vice President, Secretary, and Registrar

ARTICLE VIII: BOARD MEETINGS

8.1 The Board will hold monthly business meetings on the first Tuesday of every month, and the third Tuesday of each month during the seasons. Monthly business meetings will be posted on the FRSA website. Any FRSA members may attend these meetings. Meetings may be changed with each new season and/or Board. Executive Board Members may call meeting(s) as needed.

- January – One Meeting
- February – One Meeting + Division Drafts (if needed)
- March - Two Meetings + Coaches Meeting
- April – Two Meetings
- May – Two Meetings



- June – One Meeting + Annual Meeting
- July – One Meeting + Division Drafts
- August – Two Meetings + Coaches Meeting
- September – Two Meetings
- October – Two Meetings
- November – One Meeting
- December – FRSA Board Holiday Party

ARTICLE IX: REMOVAL OF BOARD MEMBERS

9.1 Failure of any Board Member to regularly attend scheduled meetings may be reason for removal from the Board.

9.2 Failure of any Board Member to fulfill his/her duties may be reason for removal from office.

9.2.1 Any such failure to perform outlined duties requires written notice to individual from the President.

9.2.2 Board Member failing to fulfill responsibilities will be given a reasonable time as determined by the Board to fulfill duties and responsibilities.

9.2.3 Any Board Member who commits an act in violation of the Rules and Regulations Article XIII. If at any time the conduct of Board Members is determined to be detrimental to FRSA or the good of soccer, such persons may be subject to suspension by the Board from participation in the soccer program of the League for such period of time as the Board may deem necessary.

9.3 Removed from office requires a 2/3 vote of all Executive Board Members, not just those in attendance.

ARTICLE X: CONFLICT OF INTEREST POLICY

10.1 The purpose of the conflict-of-interest policy is to protect Front Royal Soccer Association when it is considering entering into a transaction or arrangement that may benefit the private interest of a board member of the organization. This policy is meant to supplement any applicable state and federal laws regarding potential conflict of interest for those involved with nonprofit and charitable organizations.

10.2 Whenever a director or officer has a financial or personal interest in any matter coming before the board of directors, the affected person shall a) fully disclose the nature of the interest and b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that it is in the best interest of the corporation to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

ARTICLE XI: FISCAL MATTERS

11.1 Record Keeping and Destruction Policy



- 11.1.1 All financial records should be securely stored for a period of seven (7) years. IRS Form 990 shall be retained indefinitely. FRSA's fiscal year will run from July 1 – June 30.
- 11.1.2 On site shredding of financial records after seven (7) years, or other sensitive documents, shall be done in the presence of at least two (2) board members when indicated.
- 11.1.3 As a corporation organized and existing under the laws of the Commonwealth of Virginia, FRSA shall file an annual report with the State Corporation Commission. This report will include names, addresses, and telephone numbers of all Executive Board Members, the name and address of the registered agent, and any other information required by law. FRSA will also pay any fees charged by the SCC as a condition of continued operation in the Commonwealth.
- 11.1.4 FRSA will file annual taxes as required by law with the Commonwealth of Virginia, and the Internal Revenue Service.

11.2 Monetary Disbursements

- 11.2.1 All monetary disbursements over \$100.00 must be approved by two (2) Executive Board Members, with the exception of concession expenditures.
- 11.2.2 Any monetary disbursements over \$500.00 must include two (2) signatures on check. Two signatures shall be required on each check that exceeds \$500 of the Treasurer and either the President or Vice President.

Written documentation (via electronic mail or other means) of approval shall be required on each credit card transaction that exceeds \$500, from the President, Vice President, or Treasurer.

All monetary disbursements over \$1,000 must be approved by the full Board, with the exception of the field rentals through Warren County Parks & Recreation and the expense of the online sports league management software.

- 11.2.4 Any requests for reimbursements should be accompanied by a valid receipt, and a reimbursement request. It shall be approved by the treasurer and one (1) other Executive Board Member.
- 11.2.5 All monetary disbursements over \$1,000 require a majority approval of voting Board Members, with the exception of field rentals through Warren County Parks & Recreation, VYSA Fees, Referee pay, online sports league management software and travel team disbursements including, but not limited to, field rental facilities rental and team league member fees.
- 11.2.6 Referee salaries do not need to be approved if the amount is agreed upon by the Treasurer, Referee Commissioner and one other Executive Board Member. Any disputes shall be forwarded to the entire Executive Board immediately.



11.2.7 After six (6) months, voted upon items become void if not acted upon

11.3 Scholarships and Hardship Cases

11.3.1 Senior Scholarship: FRSA may award scholarships to local high school seniors each spring. The number and amount of these scholarships will be determined based on affordability.

11.3.2 Who is eligible for an FRSA scholarship? Students who have participated in FRSA soccer as a player or referee, and who have been accepted to a college/university /technical school by the application deadline. Relatives of board members are eligible to apply. If a board member has a relative apply to receive a scholarship, that board member will not be allowed to vote in any scholarship decisions.

11.3.3 What criteria will be used to award scholarships? Scholarships are awarded primarily on the participation of the applicant in FRSA soccer.

11.3.4 How are scholarships paid? Scholarship money is paid directly to the college/university in the name of the scholarship winner. Scholarship money may be paid directly to an individual at the discretion of the Board.

11.3.5 What is covered by the FRSA scholarship? FRSA scholarships are to be used for tuition, room, and board ONLY. Expenses that will not be covered include, other misc. school supplies, travel expenses to and from school, or any expenditure made other than to the institution the student will be attending.

11.3.6 Hardship Cases: No child will be denied a chance to participate and learn the game of soccer based on financial hardship. Fee waiver and refund requests based on financial hardship, player injury, or relocation will be reviewed and authorized by two (2) Executive Board Members on an individual case basis.

11.3.7 Any parent who benefits from a Hardship Case and who refuses to volunteer upon request may be denied Hardship Case benefit the following season.

ARTICLE XII: PANDEMIC POLICY

12.1 In response to the COVID-19 Pandemic, Front Royal Soccer Association convened a committee to create a generalized pandemic plan. At all times the health of our players, coaches and volunteers will be taken into account as our priority in developing our strategies to offer Soccer as a Youth Sport to our Community. Because of this, Front Royal Soccer Association reserves the right to convene a committee to manage any pandemic and/or health concern.

12.2 The specific strategy for offering soccer seasons will be published on our website and Facebook page, be available at our office and during registration, upon request.



ARTICLE XIII: WHISTLEBLOWER POLICY

- 13.1 FRSA always strives to follow the highest professional standards of conduct when working with players, coaches, families, volunteers, referees, sponsors, and the community. The support of all FRSA members is necessary to maintaining these standards, and complying with applicable laws, regulations, and ethics.
- 13.2 If any FRSA member reasonably believes that some policy, practice, or activity of FRSA is in violation of these standards, a written complaint may be filed with the Executive Board. If the complaint is against an Executive Board member, then that member will not be involved in the investigation.
- 13.3 Any FRSA member is protected from retaliation if they properly lodge their complaint with the Executive Board and allow them to investigate and correct the alleged unlawful or unethical activity.

ARTICLE XIV: DISSOLUTION POLICY

- 14.1 FRSA shall use its funds only to accomplish the objectives and purposes set forth in these Bylaws. A 2/3 vote of the Board of Directors will be required to dissolve the FRSA. In the event of dissolution of the FRSA, any remaining funds and assets, after all debts have been paid, will be donated, consistent with the purposes of the association, to one or more charitable youth related organizations, exempt under the provisions of Section 501(c)3 of the US IRS or corresponding subsequently enacted federal law. No part of any remaining funds or assets will benefit or be paid to any officer or member of the Board of Directors, any FRSA member or donor.

ARTICLE XV: TAX EXEMPT STATUS

- 15.1 The FRSA League's Tax-Exempt status with the Internal Revenue Service is essential to the success of the league's mission. Consequently, no action shall be approved or undertaken by or on behalf of the league which would jeopardize the league's Tax-Exempt Status. The FRSA League Board of Directors and League Officers shall take all necessary steps to preserve and protect such status.

