



"Helping Kids Play"

BYLAWS OF CONCRETE YOUTH SPORTS ASSOCIATION

Established 1 June 2021

BYLAW OF

CONCRETE YOUTH SPORTS ASSOCIATION 501(c)(3)

Revision 1 – 1 June 2021

Revision 2 – 25 June 2022

Revision 3 – 4 January 2023

Revision 4 – 15 November 2023

Revision 5 - 31 January 2024

Revision 6- 20 November 2024

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Document Purpose:

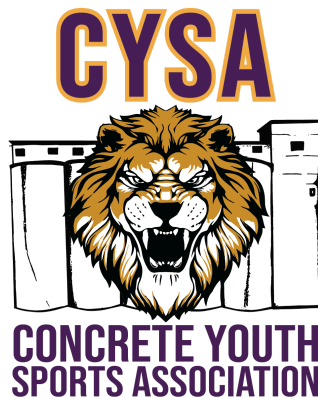
The purpose of this document is to outline and establish an “evergreen” document which provides structural guidelines for the CONCRETE YOUTH SPORTS ASSOCIATION (CYSA) will conduct all forms of business. As part of the annual look back process the effectiveness of these bylaws will be evaluated and adjusted to include best business practices to create a cycle of

continued improvement in functionality of the 501(c)(3) regarding the community of which the association serves.

ARTICLE I

NAME AND OFFICE

- 1.1 The name of the organization is Concrete Youth Sports Association doing business as Concrete Youth Sports Association (CYSA).
- 1.2 The principal office of the business shall be Concrete, Washington. The mailing address is PO Box 31, Concrete, WA 98327
- 1.3 Colors shall be Purple & Gold
- 1.4 Official logo of the CYSA will be used in communication, signage, team gear/spirit wear etc. Shall be the following.



- 1.5 Any changes to the official logo or request to utilize a simplified logo shall be made to the Board of Directors and approved by the simple majority.

ARTICLE II

MISSION AND VISION

- 2.1 The purpose of the organization is to administer youth sports programs for the children residing within the Concrete School District in accordance with the rules and regulations of the leagues they affiliate with, and local rules authorized by the CYSA. Children residing out of the school district can play within CYSA if approved by both the league and CYSA Executive Board. Programs are not to be in direct conflict of competition with any school sport program.
- 2.2 To inspire our youth, regardless of race, color, or creed to participate in a vigorous and entertaining activity.
- 2.3 To give opportunity to ALL youth.
- 2.4 To provide supervised activity, knowledgeable instruction and to keep the welfare and safety of our youth first and foremost.
- 2.5 To teach the fundamentals of the sports, teamwork, fair play, sportsmanship in victory and defeat. To instill honesty with oneself, teammates, coaches and family.
- 2.6 To foster fellowship, supportive, and healthy relationships for youth with peers and adults.
- 2.7 To stress the importance of academic achievement.

ARTICLE III

NONPROFIT ORGANIZATION

- 3.1 The CYSA is a nonprofit organization, and it is intended that this organization shall have and maintain the status of an organization which is exempt from Federal Income taxation under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c)(3) of the Internal Revenue Code. These Bylaws shall be construed accordingly, and all power and activities of the organization shall be limited accordingly. The CYSA shall not carry-on propaganda or otherwise attempt to influence legislation to such extent under Section 501(c)(3) of the Internal Revenue Code. No activity of the organization shall consist of participating, nor intervening in (including the publishing or distributing of statements) any political campaign on behalf of or opposition to any candidate for public office.
- 3.2 The property and assets of the CYSA are irrevocably dedicated to the charitable purposes as set out in these Articles. No part of the net income or assets of the CYSA shall be paid to the benefit of the director, office, member, or any private person. The appointed and applicable officers shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose of the CYSA.
- 3.3 Upon dissolution of the CYSA, its assets remaining after payment, or provisions for payment, or all debts and liabilities of the CYSA shall be distributed to a nonprofit fund, foundation, or Organization which is organized and operated exclusively for charitable purposes, and which established under Section 501(c)(3) of the Internal Revenue Code. The Executive Board will oversee the distribution thereof.

ARTICLE IV

MEMBERSHIP

- 4.1 Every person in good standing with the CYSA (fines paid up to date, non-probationary or expelled), of good character interested in sports and the promotion of activities for youth and who is willing to conform to the CYSA objectives, Articles of Incorporation, Code of Conduct and bylaws, shall be eligible for membership in the CYSA.
- 4.2 The Board of Directors shall be composed of the following positions distinguished in two separate bodies, Executive Board, and General Board of Directors.
- A. Executive Board
 - a. President – Association Representative
 - b. Vice President – Association Operations
 - c. Treasurer
 - d. Secretary
 - B. General Board of Directors
 - a. Concessions Manager
 - b. Public Relations Coordinator
 - c. Sponsorship Manager
 - d. Program Manages
 - i. Cheer
 - ii. Football
 - iii. Boys / Girls Basketball
 - iv. Baseball
 - v. Softball
 - vi. Soccer
 - vii. Volleyball
- 4.3 All players, parents, and CYSA supporters will be considered “Associate Members” in the organization. Associate members will hold no voting privileges but will be allowed to provide input for matters to be discussed by the Board of Directors.
- 4.4 Membership in the CYSA will be afforded annually from January 1st to December 31st.

- 4.5 The Board of Directors and Associate Member may have their membership terminated by resignation or by a simple majority vote of the Executive Board present at a duly constituted meeting (75% of the Executive Board present will constitute a quorum). The Executive Board shall have authority to discipline, suspend, or terminate the membership of any Board of Director, Executive Member or Associated Member for good cause. Prior to discipline or involuntary termination of membership, all Board Members shall be notified in writing of the time and place of the meeting at which the termination of membership shall be addressed. Before any terminating action is taken, the member in question shall have the opportunity to be heard.
- 4.6 Termination of membership within CYSA SHALL construe a minimum removal from all CYSA activities for no less than one full year not to include any year underway.
- 4.7 All members requesting reinstatement must in kind be voted upon by the Executive Board at a duly constituted meeting (60% of the Executive Board present will constitute a quorum) following the same precedence set at termination of the member.
- 4.8 No Executive Board members shall be related to prevent conflict of interests.
- 4.8 All members of the Board will have an equal share in voting except the President, who will vote only in a case of a tie.
- A. The President will preside over the voting process.
 - B. All Board members can cast votes on issues brought forth by the Board and/or membership.
 - C. Absent sealed votes are allowed and will be opened and read by the President or Secretary in the presence of most of the Board.
 - D. No matter changing standard practices can be voted upon without a full Executive Board vote.
 - E. If physical meetings cannot take place for matters needing to be voted upon, email and text voting can be utilized so long as the majority (3 of 4) of the Executive Board agree to the standing.
- 4.9 In the event of a Board member failing to attend three (3) consecutive regularly scheduled Board meetings, they may be removed from their position on the Board by a majority vote of members present. The Board member removed shall have the right to appeal this decision by following the procedure set forth by these bylaws. This is to exclude non-scheduled or emergency meetings.
- 4.9.1 If a Board member resigns in good standings, they must provide a detailed pass down of duties and responsibilities as well as be on retainer for consultation when necessary (two months or two general meetings).

ARTICLE V

BOARD OF DIRECTORS

- 5.1 The Executive Board shall manage all affairs of the CYSA. This will include but is not limited to managing the overall business operations of the organization, organization planning, organization policy, public relations, finance, and budgeting. The Board shall also have specific authority as set by these bylaws.
- 5.2 The General Board of Directors will function as a support mechanism of the Executive Board ensuring that all activity during the CYSA activities follow all bylaws and are in accordance with local and state law. General Board members have the additional duty to report deficiencies to the Executive Board as soon as possible.
- 5.3 Members of the Executive Board shall serve two (2) year terms. A term runs concurrently with annual membership – January 1st to December 31st. Term limits will not apply to any position of the Executive Board.
- 5.4 Members of the General Board of Directors shall serve a one (1) year term and will require nomination regardless of previously elected positions from January 1st to December 31st. Term limits will not apply to any position of the General Board of Directors.
- 5.5 All expired board positions will be open for nomination by the Board Members firstly, then by the Association Members. Notice of expired board positions shall be made available to members in good standing and in accordance with CYSA bylaws. All nominations shall be made at the Board meeting in January and may be subject to subcommittee evaluation.
- 5.6 Expired Board positions may only be nominated at the end of the voted term.
- 5.7 Vacant Board positions will be open for nomination by the Executive Members and may be nominated during any scheduled meeting.
- 5.8 Board Members filling a vacant board position will hold that position until the end of the term. At that time, the position will be an expired Board position.
- 5.9 Voting of members to expired Board positions will be open to all Board Members. Voting shall take place at the scheduled January Board meeting.

CYSA BYLAWS

- 5.10 Transfer of responsibilities and authority shall take place at the first Board meeting of the new term.
- 5.11 No member of the Board will have veto authority, except for the President who has Executive Privilege. All decisions will be based on a vote of the simple majority.
- 5.12 Committees may be formed to assist the Board with the management of the CYSA. All Committees will be directed and or report to the Vice President.
- 5.13 Spectators associated with CYSA have the responsibility to rectify all fines and disciplinary actions assigned by any leagues, districts, or associations.
- 5.14 The loss of or damage of any CYSA equipment must be reported to the Program Manager as soon as possible. The Board will determine if the member is responsible for the loss. If so they will be expected to replace equipment.

ARTICLE VI

DUTIES OF OFFICERS

6.1 President – Association Representative – Executive Board

6.1.1 In accordance with sports leagues rules and regulations, responsible for the operation and management of CYSA.

6.1.2 Act as the organization liaison between the CYSA and league administrators/boards, attend all required meetings scheduled by the league's Board Of Directors, and cast votes on association matters in the name of CYSA, when the Program Manager of Association is unavailable.

6.1.3 Serve as the Chief Executive Officer in the name of the Organization by executing contracts, policies, and decisions of the Executive Members,

6.1.4 Act as Chairman of the Grievance Committee. Investigate complaints, irregularities and grievances, report finding and recommend actions to the Executive Board. Arbitrate any grievances brought forward against the organization regarding policy and rule violations, or misunderstandings.

6.1.5 Preside over all scheduled Executive Board and/or organizational meetings.

6.1.6 Responsible for registration and sign-up procedures including the collection of unpaid fees, registration forms and Codes of Conducts. All fees will be transferred to the Treasurer upon collection. Registration forms and Codes of Conduct will be transferred to the Secretary.

6.1.7 Handle all medical insurance claims.

6.1.8 Responsible for the overall management of the organizational structure and flow of materials, processes, and information.

6.2 Vice President – Association Operations - Executive Board.

6.2.1 Preside over all said meetings in the absence of the President.

6.2.2 Performs all duties of the President in the absence of the President.

6.2.3 To serve as an alternate association representative when the President or Program Manager is unable to perform the duty as committed to leagues.

CYSA BYLAWS

6.2.4 Oversees all sub-committees.

6.2.5 Responsible for scheduling of all community events for CYSA.

6.2.6 Manage all community-based projects.

6.3 Treasurer - Executive Board

6.3.1 Act as the Chief Financial Officer of the Organization.

6.3.2 Maintain, in writing, and in accordance with good bookkeeping, detailed financial records of the association.

6.3.3 Pay organization bills.

6.3.4 Prepare an annual report for submissions to the Executive Board.

6.3.5 Provide current status of financing at all board meetings.

6.3.6 Oversee and audit all fundraising activities, financial transactions, and annual budgets.

6.4 Secretary – Executive Board

6.4.1 Prepare and provide agendas for all scheduled Board and/or organization meetings.

6.4.2 Record minutes of all meetings.

6.4.3 Organize and disperse mandated coaches' material for each program. The coach's material will include the following information.

- A. Signed Coaches Code of Conduct
- B. Signed Players Code of Conduct for each child
- C. Signed Parents Code of Conduct
- D. CYSA Volunteer form and WSP WATCH Background Checks

6.4.4 Perform any other administrative tasks associated with the CYSA.

6.4.5 Organize any other forms required by the CYSA Executive Board for business management.

6.5. Concessions Manager – General Board

6.5.1 Ensure facilities are clean after events with an open concession stand.

6.5.2 Responsible for obtaining a committee of no less than one (1) other person to help with duties.

6.5.3 Obtain and maintain all food handling permits from Skagit County Health Department, prior to the beginning of the season. Mandate and Ensure that ALL County Health Department food handling and sanitation will be followed by all volunteers.

6.5.4 Properly maintain and manage all Concession Stand issued equipment. To include Concession, Stand Inventory that will be conducted at the beginning of every Concession Stand usage.

6.5.5 All issued Concession Stand equipment and/or supplies are to be cleaned and returned to the Concession's Manager at the conclusion of the season with inventory.

6.5.6 Request funds from the Treasurer, for purchases as needed prior to events.

6.5.7 Conduct pre-event cash box inventory with two non-related personnel before and after the event. All monies and receipts from the concession event must be turned over to the Treasurer or designated Executive Board member.

6.5.8 Provide guidance and all supplies for games and award banquet ceremonies. Supervise banquet food service and arrange meetings with Program Managers, Coaches and Team Parents from each sport to outline Concessions Stand Duties and responsibilities.

6.5.9 All persons operating within the concession stands must be approved by the Concession Manager.

6.6 Public Relations Officer – General Board

6.6.1 Public Relations Officer (PRO) is solely in-charge of making all Social Media Posts for CYSA.

6.6.2 All posts to Social Media must be reviewed by a minimum of one (1) other member of CYSA Board prior to posting. If a post is regarding specific activities, the information and/or photos must be approved by the person in charge of the program or activity before posting.

6.6.3 PRO is responsible for actively promoting every sport or activity run by the CYSA in a timely professional manner.

6.6.4 All materials posted will be strictly CYSA business related, and free of all opinions, political agendas and, must maintain neutrality in all postings on all CYSA Social Media platforms.

6.6.5 Responsible for updating and displaying sports registration and signage.

6.6.6 Update and maintain the CYSA webpage calendar.

6.6.7 If this position is unable to be filled or managed the Secretary will maintain all duties and responsibilities assigned.

6.7 Sponsorship Manager – General Board

6.7.1 Working with the Treasurer to determine CYSA's need for sponsorships and communicating new sponsorships as quickly as possible to the Treasurer.

6.7.2 Keeping a detailed record of all sponsorships, both promised and delivered.

6.7.3 Organizing and encouraging all Board Members to seek out sponsorship as needed.

6.7.4 Aiding Secretary and updating sponsorship forms as needed.

6.7.5 Obtain and deliver all benefits to sponsors, according to their sponsorship level.

6.7.6 Attending monthly board meetings to update the Board on the status of sponsorship.

6.7.7 If this position is unable to be filled the Treasurer will maintain the duties and responsibilities assigned.

6.8 Program Managers – General Board

6.8.1 Responsible for the Board of Directors, should assign at least one representative to attend Board meetings.

6.8.1 Must participate in all fund-raising activities and encourage all team members to participate.

6.8.2 Is responsible for their conduct, assistant coaches conduct, and players conduct at all events representing CYSA.

6.8.3 Responsible for all playing equipment, uniforms, including inventory and control of all CYSA property assigned. This inventory can be audited by the Board at any time. The Board reserves the right to take appropriate action for any lost or damaged equipment.

6.8.4 Properly clean and return equipment postseason no more than two (2) weeks post last season event.

6.8.5 Responsible for finding, leading and managing the necessary number of coaches. Names must be submitted to the Executive Board for approval. All Head Coaches must be at least eighteen (18) years of age, and must pass background checks along with meeting all league requirements.

6.8.6 Make every effort to properly equip all players fully before contact practice, scrimmage and or game. Provide appropriate guidance and expectations to all Coaches, Assistant Coaches, Guardians and Players about practice, scrimmages, and game expectations.

6.8.7 Expect to attend all CYSA activities within your duties of Program Managers.

6.8.8 Utilize common terminology and ideology for all aspects of the activities outlined by CYSA. Maintain the goal of program progression between ages and divisions in preparation for the next level of competition.

6.8.9 Any violation of the Program Managers Duties, as outlined above, are subject to suspension or expulsion by the Board of Directors with a majority of the Executive Board agreement.

6.8.10 Any persons in good standing with the CYSA meeting outlined qualification within the bylaws of CYSA, shall be able to hold the position of Program Manager pending a review process by the Board.

6.8.11 No Board member should hold more than one position unless the following conditions apply.

CYSA BYLAWS

A. Every attempt to secure a qualified individual for the position in question has been made and noted for the Board of Directors to review.

B. A FULL vote of the Executive Board and a simple majority of the Board of Directors have agreed in principle to allow the Board Member to hold the position in question, recognizing any limitations in roles and responsibilities this will cause.

ARTICLE VI

DUTIES OF COACHES

6.10 Coaches Duties

6.10.1 Assist with sign-ups, recruitment, and fundraising.

6.10.2 Attend all required Coaches training as required by the Program Manager.

6.10.3 Supervise practice and ensure a substitute in case of absence, that is approved by the Board of Directors and hold a clear background check.

6.10.4 Attend periodic meetings as deemed necessary by the Program Manager or Board of Directors.

6.10.5 Report activities of players to the Program Manager or Board of Directors if problems arise.

6.10.6 Abide by the Coaches Code of Conduct. See addendum 13.9

A. No Coaches shall exhibit any display of unsportsmanlike conduct. (Debasing players, coaches, etc).

B. No Coach shall use vulgar language or obscene gestures.

C. No Coach shall give argument or make any comments, on any judgment calls. An appeal should be asked for when questions arise.

D. No Coach should be argumentative or abusive in a rule dispute. A conference with officials should be asked for, and the disagreement discussed calmly.

E. No Coach will be allowed to have alcohol or any other controlled substance of any type, on the premises, before, during or after any CYSA event.

F. No Coach shall report to any CYSA event while intoxicated.

G. No tobacco or vaping at event, game, or practice, while representing CYSA.

H. Coaches found violating these codes or any CYSA Codes of Conduct, shall be ejected from the event, game or practice after sufficient warning. The Board of Directors may choose to take further action.

I. Coaches with one (1) ejection from any event will be put on probation. If said Coach receives a secondary ejection from any CYSA event within the calendar year, they will be removed from the program at the President's order.

J. All Coaches are responsible for paying fines that are accrued against them.

K. All Coaches will adhere to and enforce all CYSA guidelines.

ARTICLE VII

FINANCIAL

- 7.1 Ensure all organizations participate in CYSA events and activities abide by the rules and regulations of the State of Washington regarding 501(C)(3) Nonprofit Organizations.
- 7.2 All fundraising will be approved by the Executive Board.
- 7.3 The Board shall not permit the solicitation of funds in the name of CYSA unless all funds are raised and deposited in the organization's account as applicable to the activity.
- 7.4 Refer to updated Financial Procedures Policy. The Executive Board will keep policy current. Disbursements of organizational funds should be made in accordance with the most current financial procedures policy.
- 7.5 The Executive Board must approve all business expenditures that stray over the program's annual approved line-item budget of one hundred dollars (\$100.00). Any unapproved purchases could result in non-reimbursement.
- 7.6 The Executive Board shall receive a financial report monthly and a budget report annually from the Treasurer.
- 7.7 A simple formatted, shareable, ledger will be kept by the Treasurer so that ALL transactions (Operational and Fundraising) made on behalf of the association can be updated for review by the Executive Board.
- 7.8 Process for registration refunds.
 - A. CYSA will issue a full registration refund if request is made before gear and uniform order is placed.
 - B. A partial refund may be provided after the gear and uniform order has been placed. If approved, the amount will be determined by the CYSA President or Vice President and applicable sports Program Manager.
 - C. All refund requests must be approved by the CYSA President or Vice President and the applicable sports Program Manager.
 - D. No refund will be issued if a person/corporate donation or grant was issued to pay for the registration fee.
 - E. A refund will not be released until CYSA receives, in good condition, all equipment or gear issued to the participant that belongs to CYSA.
 - F. If a check was issued for the registration cost, a refund will not be issued until the check has cleared the CYSA operational bank.

ARTICLE VIII

MEMBERSHIP MEETINGS

- 8.1 Meeting of the Board of Directors shall be conducted in accordance with the Organization's rule of order as outlined in Roberts Rule of Order and these Bylaws.
- 8.2 The Secretary shall be responsible for preparing an agenda for each general meeting.
- 8.3 General Board meetings should be scheduled for once a month or at the discretion of the President.
- 8.4 Notice of all scheduled monthly meetings shall be given to all Board members at least three (3) days in advance and publicized for other CYSA members and the public as required.
- 8.5 During General Board meetings the first fifteen (15) minutes of the meeting will be an open forum to allow discussion by all CYSA members and the public. This timeframe can be extended or revoked by the President if needed to maintain decorum of the proceeding meeting. Guests who wish to discuss a topic must complete and submit a CYSA Guest Speaker form twenty-four (24) hours prior to the scheduled meeting.
- 8.6 Executive Board meetings can be scheduled at the discretion of the President.
- 8.7 Closed/Special Board meetings may be requested by the President at any time or at the request of any Board Member. A Sergeant at Arms may be appointed for such a meeting.
- 8.8 A Special Board meeting may be requested by submitting a CYSA Guest Speaker form. CYSA Executive Board Members will determine if a Special Meeting is warranted.
- 8.9 Fifty percent (50%) of Executive Board members must be present and 2 unrelated general board members at a monthly or other authorized meeting, shall constitute a quorum.

ARTICLE IX

EXECUTIVE AUTHORITY

- 9.1 Executive Authority empowers the President and their representatives to take whatever action they feel necessary to protect the good order and proper government of the organization. The President has the ultimate responsibility for each level of CYSA. As such, the President may exercise their executive authority in all matters pertaining to the organization. Actions may include, but are not limited to suspending a Coach, Assistant Coach, Board Member, player, parent/guardian, or any other personnel from the league.
- 9.2 Only General and Executive Board Members are entitled to a hearing as a result of a Presidential suspension. This is due to their respective roles and responsibilities coming from a duly elected board.
- 9.3 Abuses in the use of Executive Authority can be challenged by a majority of The Board of Directors through impeachment. The President of the Association may be impeached by a two-third (2/3) majority of their Board of Directors.
- 9.4 Any Board member expelled by the President cannot participate within the association in any fashion for a period of no less than one (1) calendar year following removal. Said person must be duly elected to the Executive Board prior to fulfilling any role within the association.

ARTICLE X

COMPLAINTS

- 10.1 In event of a written complaint, grievance, or alleged violation of the CYSA rules or Code of Conduct, the following procedures is hereby adopted:
- A. Anyone who wishes to address the CYSA regarding any alleged violations or breach of Code, must do so in writing, no later than forty-eight (48) hours from the time of the alleged incident.
 - B. A grievance committee will be composed of the Executive Board to investigate the alleged incident.
 - C. The Executive Board will investigate the allegations, hear any testimonies, and review any necessary documents to validate or not, the accusation. The Executive Board will present their findings to the Board within five (5) days.
- 10.2 Punishment, sanctions, suspensions, expulsion, probation, etc. will be decided with a full vote by the Executive Board.
- 10.3 In case of player misconduct corrective action will be handled by the Coach or Program Manager. Unless the Program Manager, or the person filing the complaint requests the Executive Board to be involved.
- 10.4 The actions open to the Board of Directors range from imposing probation to permanent expulsion from the CYSA.
- 10.5 All rulings by the committee must be approved by a full and majority vote by the Executive Board.
- 10.6 All rulings by the grievance committee are final, there will be no appeals.

ARTICLE IX

MISCELLANEOUS

11.1 All board and organization actions shall abide by the current rules and regulations of the leagues being played.

11.2 No discrimination of persons shall occur based on race, color, sex, religion, sexual orientation, gender identity and or physical abilities.

11.3 End of season award ceremonies shall be consistent with CYSA values making every effort to include all age divisions of the sport at one function to celebrate achievements of all age divisions as a community.

11.4 To maintain a neutral and inclusive environment focused on sportsmanship and youth development, the display of gang-related, social, or political movement attire, symbols, signs or makeup is prohibited at all CYSA practices, events, and games.

ARTICLE XII

AMENDMENTS

- 12.1 Amendments may be submitted by any member in good standing but must be submitted in writing to and released by the Executive Board.
- 12.2 Amendments will become effective on date approved unless otherwise specified in the amendments.
- 12.3 These ByLaws may be amended, repealed, or altered in whole or in part by a three-fourth (3/4) majority vote of the Executive Board, and in accordance with CYSA. All members of the Board of Directors will be notified promptly of any amendments.

ARTICLE XIII

MEMORANDUM Of UNDERSTANDING and POLICIES AND PROCEDURES (MOU/P&P)

(All policies and procedures can be located in the CYSA Google Drive under, MOU/P&P)

- 13.1 Financial Procedures Policies
- 13.2 Document Retention Policies
- 13.3 Conflicts of Interest Policies
- 13.4 Concrete School District Storage Use MOU
- 13.5 Concrete School District Facilities MOU
- 13.6 City of Concrete facilities usages MOU
- 13.7 Heads up Concussions Protocol
- 13.8 Coaches Code of Conduct
- 13.9 Guardian and Athlete Code of Conduct
 - 13.9.1 Roberts Rule of Order
 - 13.9.2 New Board Members Onboarding Procedures
 - A. Board Position Manuals
 - 13.9.3 Violent Incident and Response
 - 13.9.4 Child Protection Prevention of Sexual Misconduct

The within and forgoing ByLaws of the Concrete Youth Sports Association were duly adopted by the Executive Board of the CYSA as referenced in the minutes of the meeting held on the 20th day of November in the year 2024.

Signed:

Joe Frank, President

Violet League, Vice President

Jennifer Collins, Treasurer

Nichole Boober, Secretary