



FOLSOM FREEDOM SOFTBALL

Revised 9/12/23

Welcome to Folsom Freedom Softball, we hope your experience is a positive and rewarding one. The organization's bylaws is the document used to guide all decisions and activities of Folsom Freedom. Please visit our website for organization information beyond the governing bylaws.

HOME PAGE:

<http://www.FolsomFreedom.com>

EMAIL ADDRESS:

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**BYLAWS OF
FOLSOM FREEDOM SOFTBALL**

ARTICLE I
Name and Location

Section 1. **NAME:** This organization will be known as FOLSOM FREEDOM SOFTBALL (FFS).

Section 2. **LOCATION:** The principal place of business of this organization is the City of Folsom, CA. Correspondence should be submitted on the “Contact Us” page at:
<https://www.FolsomFreedom.com/contact>

ARTICLE II
Purpose

Section 1. **PURPOSE:** The purpose of this organization shall be:

- a. To organize and supervise social, physical and mental growth of girls using softball as a tool to fulfill these goals.
- b. To contribute to the sense of community and pride among all Folsom Girls Softball participants and specifically provide a well-run, A-level competitive softball program, within Folsom.

ARTICLE III
Governance

Section 1. Folsom Freedom Softball (FFS) will continue to work to achieve the overall goal of making competitive girls softball as healthy, productive and fun as possible for the benefit of all participants.

Folsom Freedom Softball will operate under the 501(c)(3) designation and must adhere to the laws and regulations that govern such organizations.

The FFS Officers, FFS Board Members and the General FFS Membership shall exercise the FFS bylaws, as defined below, for the Folsom Freedom Softball organization.

Section 2. **VOTING:** All FFS Officers and Board members are entitled to vote in all FFS organizational issues and each will equally hold one vote. General FFS Members, registered in the FFS system, will be afforded the opportunity to vote on specific items, such as the election of FFS Officer positions.

Section 3. **QUORUM:** A simple majority of the Board present and voting, assuming a minimum participation of 50% plus one, shall be necessary and sufficient to constitute a quorum for the transaction of routine business.

ARTICLE IV
Capital and Uses

Section 1. **CAPITAL:** The capital of this organization shall be obtained through player fees, fundraising promotions, and voluntary donations.

Section 2. **USES:** The spending of all capital shall be in an attempt to benefit participants/members of this organization in fulfilling the goals defined in Article II, Section 1.

ARTICLE V
Membership, Meetings, Team Formation and Coaches

Section 1. **MEMBERSHIP:** Girls become participants in the FFS program through tryouts and parental agreement. Once an active player for FFS turns 18, she will become both a participant and a member of FFS. All parents and/or legal guardians of children, 17 years or younger, participating in the Folsom Freedom organization are automatically members of the organization.

1. Tryouts will be publicly communicated and will be unique per the team coach's discretion. The head coach of the team will consult with his/her staff and offer spots on the team to girls throughout the tryout process. However, no spots can be offered to girls until at least one tryout has taken place. There is no set number of tryouts and will be left up to the Coach and staff's preference.

2. All expenses associated with playing competitive softball will be the responsibility of the player. All members must assist in the fund-raising process of the organization. A child shall not be denied the right to participate in organization play because of financial hardship.

3. All players in the organization will wear the Folsom Freedom uniform. Teams will wear only Board approved t-shirts, sweatshirts, warm-ups and hats/visors. Please remember that your uniforms are for tournament wear only. They should never be worn to practice, or anywhere else unless instructed to do so by the manager or coach.

Additionally, Folsom Freedom player jackets (as well as other uniform items) should not be worn by other girls who are not on the team unless they are a guest player, playing on a Freedom team.

4. A Head Coach may request the removal of a player from the team. This request, made to the FFS President, should only be made after all efforts have been exhausted to resolve the situation. The President will hold a meeting with all interested parties to discuss the situation. The President has the authority to remove the player from the team and the organization should he/she decide it is warranted based on the information presented at the meeting. The affected player may appeal this decision to

the Board at the next regularly scheduled meeting. In the case of appeal, the Boards' decision is final. If the player is, even after appeal, removed from the team, all player dues, team equipment issued and fundraising monies earned belongs to the team and the Freedom organization.

5. Player resignation from the team will be by notice to the Head Coach of their team. If a player resigns from a team for any reason, all player dues, team equipment issued and fundraising monies earned belongs to the team and the Freedom organization.

Section 2. **MEETINGS:** Officers, Board Members and General Membership will hold regular meetings throughout the year. All regularly scheduled Board Meetings shall be open to the public. Any Board Member may call for an additional meeting if necessary.

The Communications Director will give NOTICE OF MEETINGS, including the time and place for both Board and General Membership meetings to each member at least three days prior to the meeting.

Section 3. **TEAM FORMATION:** A new team will be formed prior to each spring season every year beginning at the incoming 10U level. Solicitation for this team's coach will follow the selection process as detailed below in Section 4 of Article V. The selected coach will then work with the FFS board to coordinate the initial tryouts and select the girls for the formation of this new team. This process should yield a **MINIMUM** of 1 new Freedom team every year and result in a **MINIMUM** of 1 Freedom team for all "birth years" beginning at the 1st-year 10U age groups.

Should additional Freedom teams be desired/requested, beyond the teams as structured above, the issue will be brought to the attention and consideration of the FFS board. Approval or denial of the additional team(s) will be at the discretion of a board vote with the FFS board and then subject to approval from the City of Folsom Athletic Association.

TEAM DISSOLUTION: Should a team dissolve, all equipment purchased with either team dues or team fundraising, along with all collected dues and fundraising money, becomes the property of the Freedom organization. Player equipment, not expected to be returned to the team/organization includes: practice jerseys, uniforms, bags and helmets. All other equipment is considered Team equipment and the property of the Freedom organization.

Section 4. **COACHES:** The Head Coach has general control of their team in the organization. Head Coaches are responsible for:

1. The selection of the remainder of their coaching staff;
2. coordination and execution of tryouts, practices and tournaments;
3. participation in camps and clinics;

4. participation in FFS board meetings; and,
5. selection of one team liaison (see Article VI below) to serve on the Board if he/she does not wish to serve in that capacity. The liaison shall not be related to any current Head Coach in the organization.

Each Head Coach will be subject to re-evaluation (pending player/parent feedback, performance, etc.) & confirmation annually by the Board, no later than October, 1st.

HEAD COACH VACANCIES: When a Head Coach vacancy exists, either due to the formation of a new team, or the replacement of an exiting Head Coach on an established team, the Board will externally post, via the FFS website, email and/or other social media, the opening and accept written applications for the position. The posting of the position will be public facing for a time of no less than 48 hours. Once the allotted period of time has passed, a *Coach Selection Committee* (appointed by the President or Comp Director) will conduct interviews of the available applicants. The Coach Selection Committee shall adhere to the following guidelines:

- Made up of 3 or 4 board members and, whenever possible, a completely neutral party from outside the organization (ex. Folsom or Vista High School softball coaches, Folsom Lake College softball coaches, etc.)
- Will not contain board members whose daughter may potentially be on the team in question, or have some other official affiliation with the team.

Once the committee has conducted the interviews, they will discuss amongst themselves, vote on their recommendation and provide that recommendation – along with all other candidates – to the FFS Board for final approval. Criteria of what the committee is to consider for a qualified candidate include:

- Philosophy alignment with that of the Folsom Freedom Organization;
- Overall Coaching experience;
- Experience with the team in need (i.e. Former Asst. Coach - if applicable)
- Personal playing experience;
- Observed coaching style (if possible); and,
- References.

Section 5. **REMOVAL OF A COACH:** a head coach or an assistant coach may be temporarily, and immediately removed from a coaching role, by the FFS President, FFS Comp Director or FFS Communications Director, if he/she was found to be in violation of the code of conduct policy as described in Article X. In short order, an emergency board meeting will be scheduled and held in which the coach may appeal his/her removal. This meeting will be open to involved parties and members of the FFS board. At the conclusion of the meeting, the board will vote on whether or not to make the removal permanent. The coach in question, as well as any board members who are directly involved, will be precluded from voting due to the obvious conflict of interest.

Section 6. **PRACTICE SCHEDULES AND PRIORITY:** a coach will choose their practice time based on seniority and field availability. Seniority is defined as 2 points for head coach position and 1 point for 1st assistant coach position with Folsom Softball Club and/or Folsom Freedom Softball. A coach must have coached in either Folsom Softball Club or Folsom Freedom in the preceding 3 years. The point system is based on seasons. Seasons are defined as Fall (1 season) and Spring/Summer (1 season).

For instance:

A Coach with Fall season as a 1st assistant (1 point).

Spring/Summer as a 1st assistant (1 point).

Fall as head Coach (2 points).

Spring/Summer as Head Coach (2 points).

This would be a total of two (2) years and six (6) total points if this was one person.

ARTICLE VI Board Members

Section 1. **FORMULATION OF BOARD MEMBERS:** Seats for the Board of this organization shall be filled by Officers (detailed below in Article VII) plus the head coach from each team in the organization. If the head coach of a team is either elected as an Officer, or does not wish to participate on the board, then a liaison for the team (appointed by the head coach) will take that Board seat. Each parent of a child participating for that team is eligible to be a liaison.

Section 2. **TERM OF OFFICE:** Each Freedom Head Coach is an automatic member of the Board and will remain so for as long as he/she remains the head coach. If a liaison is appointed by the Head Coach to fulfill his/her board responsibilities, he/she will do so at the beginning of each season, after tryouts are completed and the team is finalized. The liaison will remain in that position for the full season. There shall be no limit on the number of consecutive terms a liaison may serve on the FFS board if the eligibility requirements continue to be met.

Section 3. **PERMANENT VACANCIES:** Should a team's liaison(s) permanently vacate the position in advance of the expiration of their term, the head coach can replace that liaison pending a majority vote from the Board. Temporary substitutes for liaison's, mid-term, will not be permitted.

ARTICLE VII OFFICERS

Section 1. **QUALIFICATIONS OF OFFICERS:** All general members, as defined in Article V, Section 1, of the Folsom Freedom organization are eligible to hold Officer positions on the Board. A non-member may only hold an officer position if he/she is appointed by a majority vote of the board. Officer positions shall consist of President, Comp Director, Communications Director, College Liaison Officer, Fundraising Director, Equipment Director and Treasurer. These positions are defined in detail below.

PRESIDENT: The President shall handle the general direction of the affairs of the FFS organization. The President shall be responsible for facilitating the development and continuity of the coaching staff(s) and players. He/she shall have the power to establish various subcommittees when needed. The President shall also be responsible for the policy and operation of the day-to-day business and financial affairs of the organization. All expenditures of organization funds are subject to the approval of the President. The President shall perform other duties as may be prescribed by the Board.

COMP DIRECTOR: In the absence of the President, the Comp Director shall perform all the duties of the President, with the same authority and be subject to the same controls as the President. The Comp Director will work in concert with the President on team and/or coach related issues, be responsible for issues concerning field maintenance and usage, player and coach camps & clinics, new team on-boarding and ensure that all teams have adequate insurance policies in place and background checks for all coaches completed. The Comp Director shall perform other duties prescribed by the Board.

COMMUNICATIONS DIRECTOR: In the absence of the Comp Director, the Communications Director shall perform all the duties of the Comp Director, with the same authority and be subject to the same controls as the Comp Director. The Communications Director is responsible for interfacing with the United States Specialty Sports Association (USSSA), USA Softball (USAS) or Premier Girls Fastpitch (PGF).

The Communications Director shall also be responsible for the keeping of the minutes at all meetings. He/She shall be responsible for all communication from the Organization, make all approved updates to the FFS bylaws, and ensure the website reflects the most up-to-date bylaws, accurate tryout dates and information, coach bio's, team rosters, etc. Notices and purposes of the meeting to all officers, membership and teams shall be the responsibility of the Communications Director. He/She shall send out any mailing as required. The Communications Director shall perform other duties as may be prescribed by the Board.

COLLEGE LIAISON: The College Liaison Director is focused primarily on developing and maintaining relationships with college recruiting personnel and assisting FFS players and parents in the pursuit of recruitment to a college program beyond high school.

EVENTS DIRECTOR: The Events Director is responsible for the planning and organization of club events such as “Freedom Day” and the annual main fundraising event for the organization. The events director is encouraged to seek volunteers from the club to assist in these efforts. He/she will also seek out and execute on various other fundraising opportunities throughout his/her term. Lastly, he/she will provide oversight and guidance to coaches engaging in individual team fund-raisers (requires Board approval in advance of the fundraiser). The Fundraising Director shall perform other duties as may be prescribed by the Board.

EQUIPMENT DIRECTOR: The Equipment Director shall keep an adequate and correct account of the organization’s equipment and is responsible to maintain vendor information for all uniform orders, etc. The Equipment Director shall conduct an annual inventory of the organization's equipment and shall report the status of said inventory to the Board. No equipment purchased with Freedom organization funds, or uniforms may be purchased without the prior approval of the Equipment Director. The Equipment Director is also responsible for the Freedom team store and overall availability of FFS swag. The Equipment Director shall perform other duties as may be prescribed by the Board.

TREASURER: The Treasurer shall keep an adequate and correct account of the assets, liabilities, disbursements and receipts of the FFS organization. The Treasurer shall deposit all moneys in the name and to the account of the organization. The books of account shall be available at all times for inspection by any officer or member.

He/She shall disburse funds as ordered, but those disbursements exceeding \$10,000 must include the signature of both the Communications Director, as well as the FFS President. He/she shall post a monthly financial statement to the FFS website and present it at the monthly FFS board meeting. He/She shall work to obtain the necessary insurance for the organization and coordinate with an accredited CPA during tax preparation. The Treasurer shall perform other duties as may be prescribed by the Board.

Section 2. **ELECTIONS:** Nominations for open officer positions of the board will be submitted no later than September 1st of each year. Notifications of the call for nominees shall be made no less than seven (7) days prior to the nomination deadline. Notifications shall be made public via the website, emails, and/or other forms of social media.

Election of officers shall be by a majority vote of all registered members of the Folsom Freedom organization and will take place electronically. A minimum of 48 hours will be given for voting. If no nominations are filed for one or more officer positions, the board may appoint positions as needed.

Each parent or legal guardian, registered in the FFS System, of active players will be afforded one (1) vote at the annual general election when a board position is vacant.

Section 3. **TERMS OF OFFICERS:** The term of service for all Officers shall be for two years, with half of the members elected in even years and half in odd years. President, College Liaison Director, Events Director and Treasurer shall be elected in even years. Comp Director, Communications Director and Equipment Director shall be elected in odd years. Officers will be appointed by the board, as needed, should a position be unexpectedly vacated.

There shall be no limit on the number of consecutive terms that may be served by an officer. Officers are expected to serve full terms and to attend all meetings and organization functions. Consistent absence may require removal from the board, determined by a majority vote from the board.

Section 4. **REMOVAL AND RESIGNATION:** Any officer, coach or liaison may be temporarily, and immediately removed from the FFS board by the FFS President, FFS Comp Director or FFS Communications Director, if he/she was found to be in violation of the code of conduct policy as described in Article X. In short order, an emergency board meeting will be scheduled and held in which the officer/coach/board member may appeal his/her removal. This meeting will be open to involved parties and members of the FFS board. At the conclusion of the meeting, the board will vote on whether or not to make the removal permanent. The officer/coach/board member in question, as well as any other board members who are directly involved, will be precluded from voting due to the obvious conflict of interest.

Resignations from the FFS board for any reason, will be by written notice to the FFS President.

Section 5. **INTERIM VACANCIES:** will be filled by general election of the Board.

ARTICLE VIII

Parliamentary Authority

Section 1. **PARLIAMENTARY AUTHORITY:** The rules contained in "Roberts Rules of Order" shall govern all Board meetings in all cases, except when inconsistent with the bylaws of the organization.

ARTICLE IX

Amendments to Bylaws and Rules

Section 1. **AMENDMENT TO BYLAWS:** Bylaws may be amended at any FFS Board meeting or forum by a majority vote of those in attendance, assuming a proper quorum is reached. There will be a minimum ten-day period between the presentation of a motion to amend bylaws, and the actual vote, unless approved by 3/4 of the Board present and voting.

Section 2. **CHANGES TO RULES AND REGULATIONS:** Rules and regulations may be amended at any

general board meeting or forum by a majority vote of those in attendance and voting. There will be a minimum ten-day period between the presentation of a motion to change rules and regulations, and the actual vote, unless approved by 3/4 of the Board present and voting.

ARTICLE X Ethics and Code of Conduct

Section 1. **STATEMENT OF ETHICS:** The conduct of Coaches (Head and Assistant), Officers and Board Members (hereinafter "representative") shall be marked by integrity and dignity, and he/she shall expect and encourage such conduct by others. The representative is expected to act with competence, and to strive to maintain and improve both personal competence and that of others. The representative must understand and support Folsom Freedom's objectives and policies, be able to interpret them to others, and contribute to the formulation and evaluation of such objectives and policies. The representative shall be dedicated to exercising his/her special competence and knowledge to the most effective use of organizational resources, and shall be prepared to work with others in the organization to this end, while recognizing the limits of such special competence as well as the strengths.

The representative's conduct shall reflect due regard for possible conflicts of interest. He/she shall be prepared to assist in the clarification of possible conflicts of interest that may arise in the organization, and to this end shall refrain from accepting gifts or favors of monetary value, or engaging in private business or professional activities where there is, or would appear to be, a conflict between the representative's private interest and the interests of the organization. The representative shall foster the development of professional standards among colleagues in his/her organization and in other softball organizations. The representative shall ascertain that there is awareness in the organization of the existence and content of this code of ethics and these standards of professional conduct.

Section 2. **Code of Conduct:** Whereas the mission of the Folsom Freedom Organization is to provide every possible opportunity for each player to become the best scholar/athlete possible, with an emphasis on sportsmanship. This organization feels it is critical that all Organizational Officers, Coaching staff, Board Members, Parents and Players set an example of proper conduct through professionalism, sportsmanship and integrity. Although Standards of Conduct are a part of the A.S.A. National Code, The Folsom Freedom Organization demands a higher level of behavior from any individual(s) affiliated with the Folsom Freedom Organization. Listed below are actions not permitted by the Folsom Freedom Organization.

1. Inappropriate conduct or any derogatory action on or off the playing field.
2. Verbal or physical attack or threat upon an umpire, USAS official, parents, player or coach.

3. Playing under an assumed name or falsifying an official USAS document.
4. Commission of any acts that are contrary to the objectives, mission or purposes of the Folsom Freedom Organization and A.S.A.

Any organization Officer, Coach, Board Member, Parent, Player or affiliated individual(s), can be penalized for being found not in compliance with this Code of Conduct.

The Folsom Freedom Organization wants all athlete members to have healthy strong bodies enabling high intensity competitive play. Folsom Freedom, therefore, has a “zero-tolerance” policy toward the use of illegal drugs (as the law defines by substance and age). Any player and/or coach caught in possession of, under the influence of, and/or using any illegal substance during a Folsom Freedom function, tournament, trip, or practice will be immediately released from the Folsom Freedom Organization.

ARTICLE XI Distribution of Assets

Section 1. **DISTRIBUTION OF ASSETS:** Upon the dissolution of this organization, its assets remaining after the payment of, or provision for the payment of, all debts and liabilities of this organization, shall be distributed to a non-profit organization. The non-profit organization to receive the distribution of assets will be decided by a vote of the General FFS Membership.