# Youngstown Area Youth Soccer League (YAYSL) Rules and Regulations

Revised and Approved June 5, 2022

### **Definitions:**

- 1. "Trustee," is a single community representative that shall be assigned by each community for the purpose of attending monthly meetings, voting on YAYSL policies and guidelines, and supporting YAYSL activities. A trustee, and the community they represent, is considered to be in good standing if the community they represent has paid all registration fees for its teams, tournament fees, and players fees by required dates; and the trustee, or trustee representative, has attended 50% of YAYSL annual meetings (based on calendar year of January through December). A trustee, and the community it represents, not in good standing is unable to vote in monthly meetings. Once the trustee, and community it represents, has gained good standing, that trustee may begin voting at YAYSL meetings upon their second meeting in good standing status.
- 2. "Trustee Representative" is someone from the trustee's community that is attending the monthly YAYSL meeting in place of the regular Trustee. The Trustee needs to notify the executive board in advance of the Trustee Representative's attendance and the Trustee Representative is able to vote on behalf of their trustee and community if it is in good standing. Trustee Representatives should only be used when Trustee is unable to attend.
- "Member Community," is a group comprised of a common city or school district in the greater Youngstown area that puts forth team(s) to play in the YAYSL league and is accepted.
- 4. "Individual Member" is an individual including but not limited to rostered coaches, trustees, executive board members, other adults affiliated with or acting on behalf of YAYSL, or players within YAYSL
- "Executive Board" consists of the following YAYSL officers: President, 1st Vice President, 2nd Vice President, Treasurer and Secretary.

#### **Article I: Tryouts/Recruiting of Players**

- Tryouts: A tryout is any act of a coach observing a player in action, formally or informally, or a player participating individually or in the context of a team or group of players which leads to a mutual decision to roster that player on any team.
- 2. Unrestricted Tryouts: Any player or potential player may participate in an unrestricted tryout.
  - 2.1. Permitted only from April 1st to June 30th of each year.
  - 2.2. May only be used to form teams for play in the next seasonal year.
  - 2.3. Players currently rostered or un-rostered may participate in unrestricted tryouts.
  - 2.4. Any currently rostered player who is selected for a new team, which will play in the next seasonal year, may not train nor participate with their new team until all activities of their current team have come to an end for that seasonal year.
- 3. **Restricted Tryouts:** Only non-rostered potential players and players who have already been released from the teams to which they were initially rostered may participate in restricted tryouts:
  - 3.1. Permitted at any time during the year.
  - 3.2. Any tryout solicitation, advertisement or invitation must clearly state that only non-rostered players may participate, and/or that the tryouts are for indoor soccer teams only.
  - 3.3. All players at a restricted tryout must be un-rostered, must present a completed player release form or carry written permission from their current coach before they may participate.
  - 3.4. Participation as a guest player on a team (for instance, in a tournament) and/or playing and practicing with an indoor team shall be considered to be a tryout with that team should the player subsequently attempt to roster with that team during the same seasonal year.
- 4. **Solicitation:** No coach, player, trainer, manager, sponsor, parent of any other person from a team, non-community, community or organization may, either directly or indirectly, ask a currently rostered player to be illegal in any and all circumstances. Any person or organization found to be illegally recruiting currently rostered players during the same seasonal year shall be subject to disciplinary actions which include, but are not limited

to, the following: suspensions, fines, travel privileges being limited or revoked. These above actions are to be enforced by the executive board. A player is permitted to play for another community if their community does not have a team. If that player's community then forms a team in a subsequent year, it is the player's discretion for which team they play for. Any deviations from this rule must be presented and approved by a majority of the YAYSL executive board.

- 5. Community Eligibility: The intent of this league is to develop member communities in the greater Youngstown area. YAYSL member communities are permitted to roster up to 3 players from outside their own community. In the event any member community does not have enough players from their own community/school district to form a team, they can register players from other communities as long as the majority of the team is from the community/school district it represents. All teams registering a player(s) from another YAYSL community must submit that player for approval to the executive board. Players that are open enrolled in the member community's school district do not count as an outside player. Also, players that attend private school or are home-schooled do not count as an outside player.
  - 5.1. Smaller communities are encouraged to merge their school districts together if needed to be able to field a team(s). In this case if the merged team wants to add a player/s from another YAYSL community, they must submit the players to the executive board for approval.

#### Article II: Fees and Insurance

- 1. League Registration: fees are due to YAYSL with the submission of all forms prior to August 1st for the succeeding season. Registration fees for the fall season will be set by the executive board prior to the start of the season. Fees for the upcoming season will be approved by the executive board and sent to each member community no later than July 1st. Any and all other expenses incurred by a team are the sole debt and responsibility of that team.
- Classic Tournament: fees will be set by the YAYSL executive board on or before the second Wednesday of August, but in no event will the fees be less than One Hundred Dollars (\$100) per team due to YAYSL on or before the second Wednesday of September.

3. **Insurance:** covering players, coaches and team officials are required for participation in the YAYSL and is the responsibility of each team at the time of registration through OSA.

#### Article III: Eligibility and Affiliation

- 1. Any member community or non-community within the jurisdiction of YAYSL must meet YAYSL, OSA and USYSA standards of play and player regulations.
- 2. Player eligibility is determined by the player's age as of January 1st for that seasonal year. A player who has not reached the age of nineteen (19), sixteen (16), fifteen (15), fourteen (14), twelve (12), eleven (11), or ten (10), as of January 1st will be eligible to play in the high school-varsity, junior varsity, U-15, U-14, U-12, U-11, and U-10 divisions respectively with the YAYSL Fall and Spring Leagues. All league teams will be categorized as stated above. No player is permitted to play more than two age groups above their birth year eligible age group unless presented to and approved by the YAYSL executive board.
- 3. A player may play for ONLY 1(one) member community team that is part of the YAYSL in any given season (Spring / Fall).
- 4. Any team, not from the YAYSL area, that has received permission from their State governing bodies under OSA, USYSA and USSF rules and regulations may be eligible to participate in the YAYSL. Acceptance in the YAYSL of any team, not from the YAYSL area, must be approved by majority vote of the YAYSL executive board and two-third votes of trustees.

#### Article IV: YAYSL League Play

 Divisions & Game Length: Divisions of league teams and match lengths will be as follows: non-community teams (defined as teams with non-community affiliation as determined by the executive board, will play in Division I or play up 1 one age group) community teams (defined as teams with community affiliation i.e. Austintown, Canfield, Boardman, Poland, etc.) community teams may choose to play in either division.

1.1.U9 - 2 X 25 minute halves #4 ball (7 v 7, min 5 players)

1.2.U10 - 2 X 25 minute halves #4 ball (7 v 7, min 5 players)

1.3.U11 - 2 X 30 minute halves #4 ball (9 v 9, min 6 players)

- 1.4.U12 2 X 30 minute halves #4 ball (9 v 9, min 6 players)
- 1.5.U13 2 X 35 minute halves #5 ball (11 v 11, min 7 players)
- 1.6.U14 2 X 35 minute halves #5 ball (11 v 11, min 7 players)
- 1.7.U15 2 X 35 minute halves #5 ball (11 v 11, min 7 players)
- 1.8.U16 2 X 40 minute halves #5 ball (11 v 11, min 7 players)
- 2. League Standings: League standings will be kept on point basis as follows:
  - 2.1.Win..... 3 points
  - 2.2.Tie.....1 point
  - 2.3.Loss... 0 points
  - 2.4.Forfeit......3 points with a 4 goal differential

NOTE: Points will be awarded only for competition within the league division or bracket to determine league standing. ALL GAMES will count towards League standings.

- 3. **Game Play:** All YAYSL games will be played under USSF laws and rules of the game of soccer. Any game played must be against an OSA sanctioned team.
- 4. **Rosters:** Teams are permitted to have more players rostered to their team, but they are limited to the following number of players for their Game Day and Tournament Rosters:
  - 4.1. U10 and under 13 Players
  - 4.2. U11/U12 16 Players
  - 4.3. U13 and above 18 players

NOTE: exceptions must be submitted and approved by the executive board for consideration of players that have been playing on the team's roster all year.

- 5. U10 Rules: U10 divisions have to follow the YAYSL U9/U10 games must follow modifications to the rules. These modifications are set forth by the US Youth Soccer Association and failure to follow these rule modifications will lead to a forfeit by the offending team(s) and or suspension of the coaches.
- 6. Divisional Ties: The following tiebreakers, 6.1 through 6.9, will be used to determine divisional championships at the end of league play. Goal differential is limited to four (4) goals per game. Tiebreak is only for games that count during regular season and games during tournament play.

- 6.1. Most points. 3 for a win, 1 for a tie, 0 for a loss and 3 for a forfeit (with 4 point differential).
- 6.2. Head to head record for teams tied.
- 6.3. Goal differential for all teams tied (goals scored less goals allowed, with maximum of 4 goals scored per match) in head-to- head competition. Example: If team A scores 10 goals and team B scores 4 goals the actual goal differential is 6, but only up to and including 4 goals will be used towards the standings (4 goal differential). Only games that count towards league standings will apply. The team with the best goal differential wins tiebreak. If two or more teams are still tied after this tiebreak, eliminate the team or teams below the best goal differential mark.
- 6.4. If two or more teams are still tied. Go back to tiebreak #6.2 and break tie.
- 6.5. Least goals against. Team that has given up the least goals through pool play wins. If there is still a tie, go to tiebreaker #6.6.
- 6.6. If two or more teams are still tied. Go back to tiebreak #6.2 and break tie.
- 6.7. Most goals scored. The team that has scored the most goals in pool play wins. If there is still a tie go to tiebreaker #6.8.
- 6.8. If two or more teams are still tied, go back to tiebreak #6.2 and break tie.
- 6.9. Penalty kicks. Follow normal USSF rules.
- 7. Field Location: Home teams will supply a field properly marked as stated in the USSF laws of the game, and a game ball, which meets USSF standards and is approved by the referee. In the event the Board of Trustee establishes match locations; then the host community or non-community shall be responsible for supplying fields.
  - 7.1. A team will play only teams in their age division unless the age bracket is divided.
  - 7.2. If home field availability or travel distance is a problem for competing teams, a field of play location compatible to both teams must be arranged and brought to the executive board prior to the start of any new season.
  - 7.3. If a decision on field location cannot be reached, the executive board will rule and their decision is final.
  - 7.4. Once a team's field has been accepted and schedules have been issued; those

games cannot be canceled due to distance.

#### 8. Required Field and Goal Sizes:

8.1. U9/10's

LENGTH: MINIMUM 55 YARDS MAXIMUM 60 YARDS WIDTH: MINIMUM 40 YARDS MAXIMUM 50 YARDS GOAL SIZE: MINIMUM 6' X 12' MAXIMUM 6' X 18'

8.2. U/11-12's

LENGTH: MINIMUM 75 YARDS MAXIMUM 80 YARDS WIDTH: MINIMUM 50 YARDS MAXIMUM 60 YARDS GOAL SIZE: MINIMUM 6' X 18' MAXIMUM 7' X 21' (STATE RECOMMENDS 6' X 18')

8.3. U/13-14-15-16-17-18-19's

LENGTH: MINIMUM 100 YARDS MAXIMUM 120 YARDS WIDTH: MINIMUM 55 YARDS MAXIMUM 75 YARDS GOAL SIZE: 8 X 24

- 8.4. Community's goals must meet manufacturer's soccer goal safety standards and said communities Goal Safety Policy must be on record with the president of YAYSL before match's can be played. Please refer to the "U.S. Consumer Product Safety Commissions'' manual for further information regarding goal safety. This manual is located on the US Consumer Product Safety Commission website, https://www.cpsc.gov/PageFiles/122392/soccer.pdf
- 8.5. YAYSL's 1st Vice President will inspect all fields and goals prior to the start of the first scheduled game of the season and determine which are playable and which require some modifications. If goal or field sizes cannot be met, the community or non-community team(s) must apply for a waiver to the executive board of YAYSL. The executive board then will look over the community's request and come to a decision. If the board decides that the fields and/or goals are not within regulations then no home games will be scheduled.
- 9. Start of Match: A twenty (20) minute grace period, beyond the scheduled match time, will

be given to each team to field a team ready to play the match. If the twenty (20) minute grace period has expired, the team not prepared to play the match will forfeit the match. A minimum of 8 (eight) players is required to play in U13 and up. U10 a minimum of 5 (five) players, U11 / U12 a minimum of 6 (six) players, one of which must be a goalie for each respective age bracket.

- 10. **Ineligible Players:** Any team who rosters and/or plays a player whose age, registration, affiliation or any other reason is ineligible to play, automatically forfeits the current match and all other matches said player or players had roster and/or have had participation.
  - 10.1. All players and coaches passes must be verified prior to any game for it to count toward standings
  - 10.2. Coaches using non-rostered coaches or players during a game assume all legal liability for that player/coach and any injuries or damages caused by that player or coach. The coach is also subject to disciplinary action from the YAYSL executive board.
  - 11. Match Positions for Teams Spectators: Both competing teams will be located and maintain their position, during matches, on the same touchline and opposite the midfield line five (5) yards from the touch line and within twenty (20) yards of the midfield line.
    - 11.1.Spectators will stand on the opposite side of the field away from the teams and a minimum of five (5) yards from the touch line and a minimum of thirty (30) yards from each goal line. Each community or club is required to paint lines or boxes to ensure that this action is followed
    - 11.2. There must be no spectators behind either goal line.
  - 12. **Substitutions:** Substitutions are unlimited and may be made following USSF laws of game.
    - 12.1. The referee must give permission for any substitution to enter the field of play and the player must enter and exit the field at the midfield line only.
    - 12.2. If a team is given an opportunity to substitute, the opposing team should also have that right to substitute.

12.3. The referee must be notified of any change in the goalie position.

- 12.4.Upon receiving a yellow card, the coach may request to substitute the player. Another player may immediately replace the yellow carded player.
- 13. **Player Uniform/Equipment:** Home teams are required to change their jersey if the opposing team has the same color, therefore, the home team must have on hand an alternate color jersey or pinnies at games to change into.
  - 13.1.Numbers at least six (6) inches high must appear on the back of all players' jerseys.
  - 13.2. The goalie must wear a jersey of such distinction that he or she can be distinguished from all other players on the field of play. This is a decision of the referee that cannot be disputed.
  - 13.3.All players must wear shin guards under socks while on the field of play.
  - 13.4.All other attire and equipment will be checked by the referee prior to the start of the match and his or her rulings are final. All attire must conform to USSF laws and regulations of the game of soccer.
  - 14. Any player participating and wearing a cast, braces, or any other type of supports must satisfy the referee and notify the opposing coach. The referee's decision is final and cannot be disputed.
- 15. Legal Representative: During match play, from the start of the match to the end of the match, the only team representative(s) with the team on the team touchline shall be those individuals (managers, coaches, staff, team representative, etc.) that have been registered on the OSA roster and must have a coach, manager or staff pass and have completed all necessary league forms including Risk Management, and have met the current minimum standard for coaching license required by YAYSL and OSA. No un-rostered parent or adult can take the place of a coach in any circumstance. Team representatives must be at least eighteen (18) years of age. No team may compete in any YAYSL match, tournament or activity without a rostered/registered team representative present. A team without a rostered/registered team representative at a match will automatically forfeit that match. It is strongly encouraged that all coaches in their second year obtain a **11-12 coaching module**

#### <mark>license</mark>.

- 16. **Rescheduling Match:** Rescheduling of League matches are only permitted under inclement weather circumstances. All matches, including those rescheduled, must be played before the end of the current season. If for any reason a match must be canceled or rescheduled, the team requesting the change must notify the director of competition, referee coordinator and opposing team at least forty-eight (48) hours before the scheduled starting time of the match. Failure to notify the YAYSL director of competition and or president , referee coordinator, and opposing team as required prior to the match results in a forfeit and the forfeiting team is responsible for all referee fees due for said match. All parties must agree to the rescheduling. If not, party requesting the change is to forfeit and will pay all ref fees.
  - 17.**Officiating:** Each home team is responsible for ensuring that three (3) USSF licensed referees are scheduled (U11 and above) for all matches during league play and will follow USSF laws for refereeing.
    - 17.1.Relatives of players shall not referee at any league-sanctioned match unless both opposing coaches mutually agree in advance of the match. If such a situation occurs where a relative of a player referees a match without consent of both teams head coaches or managers, that match shall be forfeited by the team whose relative refereed the match, and that team will be subject to additional discipline action by the executive board. Any prior knowledge by the managers or coaches without granting consent will be subject to disciplinary action by the executive board.
    - 17.2. Referees fees are paid by both teams for each match; each team's share shall be one-half (1/2) the total fee due. NOTE: As an alternative the league reserves the right to pay referees and require fees to be paid as part of league/tournament registration.
    - 17.3.All referees fees are to be paid prior to the start of the match; unless the league schedules the referees, then the fees shall be paid by the league following the match.

- 17.4. The only referee system recognized by the League for match play is a threeperson system, where all referees are USSF licensed. If a match cannot be played under the three person system, then an exception may be made; wherein the referee will appoint a club linesman or linesmen (unlicensed) as deemed necessary.
- 17.5.If a match is played which is not in accordance with #17.4 above, the team or individual responsible for scheduling the referee(s) will be subject to disciplinary action by the Executive Board which will include a schedule change that could lead to the loss of hosting site rights.
- 17.6.Referees fees shall be approved by majority of Trustees prior to the upcoming season: If only a referee is used he or she is paid the same amount as the referee in a three-person system; with no obligation to pay club linesmen.
- 17.7. These fees will remain effective unless changed by the USSF, USYSA, or the YAYSL.
- 18. Weather Conditions: In inclement weather, the coach of the home team must contact the opposing team to discuss conditions of the playing field. This should take place in a timely manner to assess the field and notify the referees. The referee is the judge at match time and his or her decision cannot be changed or challenged. If during the match the referee determines the weather may be a threat to safety or other reasonable concern, he or she may postpone or cancel the match. The games will be

stopped immediately following the first sighting of lightning or when thunder is heard.

- 18.1.Any match canceled prior to the completion of the first half must be replayed in its entirety. YAYSL will account for the referee fees for the second match.
- 18.2. Any match canceled after completion of the first half will stand as final.

#### **Article V: Forfeitures**

- A. Any team forfeiting a match means a loss for that team by a score of 0-4. Forfeitures result:
  - 1.1. When a team fails to show for a scheduled match within league guidelines.

- 1.2. When a team fails to field the required minimum number of players per YAYSL rules, one of which must be a goalie, for a scheduled match.
- 1.3. When a coach plays an ineligible player either by age, registration or other reason.
- 1.4. When a coach removes a team from the field of play during a match without the referee's permission.
- 1.5. When a team fails to have a designated and rostered team/ club representative of at least eighteen (18) years of age at a scheduled match or when it is determined that un-rostered parent or other unauthorized person coached a game or was permitted on the coaching side of the field.
- 1.6. Under other conditions outlined in these By-Laws. All forfeitures will be reviewed by the executive board and additional sanctions may be levied against the forfeiting team when, in judgment of the executive board, the forfeiture results in an incident that is not in the spirit of the game of soccer or the safety of the players. The decisions of the executive board in this case are final and cannot be appealed.
- 1.7. Forfeiting team's scores will be recorded as zero (0) and that team will be responsible for all referee fees for that game, unless canceled and notified more than 24 hours in advance. Any coach found coaching in an unethical manner will face disciplinary action. Remember, coaching in the YAYSL is not a right but a privilege and at any time that privilege can be revoked by the action of the executive board. Such revocation of coaching privileges and its duration is at the sole discretion of the YAYSL executive board.

#### **Article VI: Protests**

- 1. A protest may be filed with the League if there is reasonable and substantial evidence that a team, manager, coach, player or affiliated organization has violated rules and regulations of the YAYSL, OYSAN or USYSA.
- 2. Protest must be filed in writing; copies sent to: YAYSL Secretary and the team's representative to whom the protest is lodged against.
- 3. Protesting team shall remit a seventy-five dollar (75.00) cash filing fee concurrent with filing protest with Treasurer.
- Written protest must be postmarked within three (3) calendar days of the event being protested or emailed within 3 calendar days of the event being protested.
- 5. Upon receipt, the secretary will notify the President of the YAYSL. The President will chair and appoint a Protest Committee to hear the protest. The team filing the protest must have their trustee or a trustee representative at the protest hearing. The team whose actions are being protested will be invited to have a representative at the hearing. Only one representative from each team will be allowed to speak.
- 6. The Protest Committee will consist of four (4) YAYSL Trustees in good standing and the President of YAYSL (5 in total). The Protest Committee will be selected from YAYSL member communities that are not involved directly or indirectly with the protest. The decision of the Protest Committee is final.
- The Protest Committee will convene a hearing within ten (10) Business days of receipt of the protest. Results of the hearing will be reported by the President at the next meeting of the YAYSL Trustees

- The protesting team must bring to the Protest Committee a written report of the match in question from the referees for that match (if applicable).
- The filing fee will be refunded in full if the protest is up held by the Protest Committee.
- Any team, manager, coach, player or affiliated organization found in violation of YAYSL, OSA and/or USYSA rules or regulations is subject to additional sanctions by the YAYSL Executive Board up to and including, but not be limited to:
  - 10.1.Forfeiture of matches10.2.Suspension from play10.3.Fines10.4.Suspension of affiliation

# Article VII: Discipline and Punishments

- Each member community is responsible for the conduct of its coaches, players, officials, and spectators. Any of these persons who engage in unbecoming conduct before, during or after any match will warrant disciplinary action by the Executive Board. NOTE: The referee may suspend match play if in the opinion of the referee the conduct of coaches, players, officials, and spectators warrants such suspension. A written and signed code of conduct may be required to be signed by both parents and guardians of all league players.
- RED CARDS PLAYERS: If a player receives a RED CARD from a referee and is consequently sent off (disqualified) from a League or Tournament match, he or she will be suspended from further play as follows:
  - 2.1. First RED CARD Suspension from the team's next scheduled match
  - 2.2. Second RED CARD (Same Fall or Spring Season) Suspension from the team's next

three (3) matches.

- 2.3. Third RED CARD (Same Fall or Spring Season) Suspension for one year from the date of the third red card.
- 3. RED CARDS TEAM REPRESENTATIVES: The YAYSL reserves the right to discipline team representatives (rostered managers and coaches) during the match play through the use of RED CARDING). If a team representative receives a RED CARD from referee during a match, that individual must leave the team area and the area of the field of play. Further, the team representative receiving the RED CARD may not attend another league or tournament match until the YAYSL Executive Board has reviewed the circumstances surrounding the issuance of the RED CARD and taken the appropriate action; in no event shall the individual receiving a RED CARD be allowed to attend another match for a minimum of one calendar week. The Executive Board may impose further disciplinary action after anyone or all of the above offenses.
- 4. Procedure:
  - 4.1. The referee shall mail the player's / coach's pass to the league President immediately following the match.
  - 4.2. The referee shall also submit a written or e-mailed report on why any RED CARD was issued, or why a yellow card was issued to a coach/manager, or if there was any fan disruption; the report shall be mailed to the league President within two (2) days following the match.
- 5. Yellow Cards Team Representatives: Rostered coaches and managers may also be issued a formal caution (Yellow Card) for any inappropriate actions.
- 6. The referee and all other officials must be treated with respect before, during, and after every match by all those who attend. Each team and its officials, players and spectators are bound to uphold this ruling and such, all coaches, officials and players are subject to severe disciplinary actions by the Executive Board of the YAYSL for failure to ensure the safety and courteous conduct towards referees and all other officials conducting league business

- 7. Falsification of records regarding players, coaches, scores, etc, is grounds for disbarment from the YAYSL for a time designated by the Executive Board
- 8. Any breach of misconduct not covered by the stated rules will be dealt with by the YAYSL Executive Board on an individual basis.
- 9. All referees have full power and jurisdiction granted them by USSF and will be treated as such and their decisions are not to be disputed other than through the YAYSL and proper channels of the governing bodies of OYSAN and USYSA.
- 10. Any situation, incident, or matter not specifically covered in the Constitution or By-Laws of the YAYSL will be dealt with by the Executive Board of the YAYSL under OYSAN and USYSA rules regulations and philosophy. The decision of the Executive Board is final in these instances.
- 11. Any team participating in any competition not sanctioned by the YAYSL, OYSAN and/or USYSA becomes ineligible for any participation in competition sanctioned by said organizations during the remaining seasonal year and longer if deemed appropriate by the Executive Board. In addition, the coach assumes all legal responsibilities for the players and any damages resulting from their participation in the non-sanctioned event(s)

## Article VIII: YAYSL "Fall Classic" Tournament Rules

See separate Tournament Rules Document

#### **Article IX: Amendments:**

These Rules and Regulations can be changed and amended at any time by the Executive Board of YAYSL. Changes will be communicated immediately to the full membership. Further input and discussion can be considered at the next regular scheduled meeting.

Adopted By: Y.A.Y.S.L. Executive Board Adopted By: President: Tom Totterdale