

Bylaws of Stonewall Sports – Richmond

Established: September 2017

Ratified: August 2018

Ratified: July 2019

Ratified: June 2020

Ratified: January 2021

Ratified :

Article I

Name

1.0 : The name of this organization shall be “Stonewall Sports - Richmond” (hereinafter also referred to as “the League”) and its principal place of business shall be in Richmond, VA.

Article II

Purpose

2.0 : The League was founded in Fall 2017, with the first Leadership Board members of Tommy Otterbine (Commissioner), Daniel Jongleux (Operations Director), Dan Lutz (Treasurer), Charlie Goad (Technical Director), GM Smith (Outreach Director), Charlie Williams (Sponsorship Director), Chris Wagner (Events Director), Cameron Feuerhelm (Head Umpire), and Dre Budimir (Communications Director). The purpose of Stonewall Sports-Richmond is to provide an inclusive, low-cost opportunity for LGBTQIA+ individuals to play sports while also supporting and giving back to the LGBTQIA+ community.

Article III

Participants

3.1 : Levels. There are several membership levels for Stonewall Sports Richmond. Membership levels are fluid and an individual may move between the membership levels between seasons. The membership levels are as follows.

3.2 : Informational Members. Informational Members are part of the Stonewall Sports-Richmond Facebook group and may be registered on the League website. They receive informational updates about Stonewall Sports-Richmond events. Informational members do not pay any fees, are not registered players, and do not have voting rights within the League. Informational members may volunteer to participate in league events, but they may not hold leadership positions.

3.3 : Registered Members. Registered Members are individuals who are registered as team players or free agents of Stonewall Sports-Richmond for the current season. Registered Members pay a fee for participation in the League as determined by the Stonewall Sports-Richmond Leadership Board on a seasonal basis (Fee Waivers may be applied for in lieu of Registration fees). Registered Members may participate in all Stonewall Sports-Richmond events, and they may hold a leadership position within Stonewall Sports-Richmond.

3.4 : Team Captains. Team Captains create and/or manage a Sports team. Each team may have only one official Team Captain, as designated in the registration system, but Team Captains may internally designate one additional Co-Captain to assist in managing the team. For the purposes of official league business, the Team Captain may temporarily delegate to other team members their responsibilities as a team captain. Team Captains shall pay the same amount in fees as Registered Members. Team Captains may participate in all Stonewall Sports-Richmond events and in Stonewall Sports-Richmond leadership. Team Captains have voting rights in board elections, as provided in Article VII herein. Any Captain within the past year prior to the election is eligible to vote. To avoid any conflict of interest, a Team Captain may not currently hold a position on the League Leadership Board in a capacity that puts them directly in charge of the sport they would captain. Any current Team Captain elected to a League Leadership Board position (excluding positions on Committee's) must resign as Team Captain before assuming their Leadership position, if directly overseeing the sport in which they are a captain of. The only exception to this is if a "free agent team" needs a captain in which the Commissioner can approve a Leadership Board member to assume that role for the sustainability of that team.

3.5 : Umpires. Umpires are official volunteers of the League. They officiate all games and serve under the Head Umpire. Umpires may be assessed a registration fee, at the discretion of the Leadership Board, to cover the cost of their t-shirt.

3.6 : Leadership Board Members. Leadership Board Members are elected to their position through votes of the Team Captains. Terms vary from one (1) to three (3) years. Leadership Board Members must sign up to be a Registered Member, Club Sport Member, or Umpire for at least one sport every season (e.g. Fall, Spring, Winter, Summer). If a Club Sport spans two seasons, then participation may only count in one of the seasons. They may not serve as a Team Captain at any point during their Leadership Board Member term. They do have voting privileges in elections vacant board positions.

3.7 : Club Sports Members. Club Sport Members are individuals who are registered as club sport players or participants of Stonewall Sports Richmond for the current season. Club Sport Members pay a fee for participation in the League as determined by the Stonewall Sports Richmond Leadership Board on an annual or semi-annual basis. Club Sports Members may participate in all Stonewall Sports-Richmond events, and they may hold a leadership position within Stonewall Sports-Richmond.

Article IV

Registration Fees

4.0 : Registration Fees are required for Registered Members, Club Sports Members, and Team Captains. Registration Fees are paid each season at an amount determined by the Stonewall Sports-Richmond Leadership Board. The Leadership Board may waive or modify Registration Fees at its discretion. Registered Members may apply for a Fee Waiver in lieu of Registration fees where applicable, Fee waivers a limited and on a first come first serve basis.

Article V

Meetings

5.1 : Informational Meeting. A general informational meeting open to all members and the public will occur once per calendar year. The time, date, and the location of this meeting shall be determined by the Stonewall Sports-Richmond Leadership Board.

5.2 : Captains' Meetings. At least one (1) captains' meetings will be held each season. One will occur after registration, but prior to the first game of the season, to discuss the duties of Team Captains, structure of the League, and expectations for the season. Dates, times, and locations of these meetings will be determined by the Stonewall Sports-Richmond Leadership Board. Additional meetings or cancellation of meetings is allowed at the discretion of the Leadership Board.

5.3 : Leadership Meetings. No set number of leadership meetings will be required, but the expectation is that the Leadership Board will meet as often as necessary, with a minimum of one meeting per month to conduct official business in the month leading up to registration for a new season. During the offseason, the expectation is that the board will meet at least once a month. A quorum representation from at least half of the officers must be present to officially conduct business. Issues among the board are conducted through a written proposal with the opportunity for discussion on the proposal. A vote may be conducted once the above process has been completed through a motion and a second from another board member, a majority vote will be conducted and in the event of a tie the commissioner will split the tie. The Senior Leadership board as mentioned in 9.1.2 may meet to review & discuss business related topics such as but not limited to; League Expansion, member disciplinary issues, and other issues related if necessary to the continuity and smooth running of the league.

Article VI

Leadership Board Members (Officers)

6.1 : Commissioner. One (1) Commissioner will oversee all aspects of the general operation of the League. They will manage and evaluate all other Leadership Board members and receive an evaluation from the members of Senior Leadership to ensure all are complying with the League's vision, mission, core values, and strategic plan. The City Commissioner will facilitate all Leadership Board and Senior Leadership Team Meetings. In the event the City commissioner is unable to facilitate a meeting, they may assign a Senior Leadership team member to do so in their stead. The City Commissioner will identify, review, and manage all SSRVA guidelines and policies as outlined in the Code of Conduct and Bylaws to ensure compliance with all SSI requirements and mandates. The City Commissioner will be the official representative of SSRVA and will negotiate and ensure the signing of all permits, contracts, and other important documents. The City Commissioner will also create and make available to League participants and other community partners an annual report, detailing League mission and core values, programming, accomplishments, financial/budget information, and future objectives for strategic planning. They will represent SSRVA in any matters pertaining to SSI and provide updates to the Leadership Board. The City Commissioner will work with the Operations Director in relation to the expansion of SSRVA sports programming, the Finance Director in financial matters, the Community Director in relation to community projects and initiatives, and the Marketing and the Administration and Communications Directors in all matters related to League communications and public image. A term of the League Commissioner shall last for two (2) fiscal years. The League Commissioner will be elected by the Voting Membership to serve a term of two (2) years with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board. To be eligible to serve as League Commissioner, an individual must have held another

position on the Leadership Board for a period of no less than one (1) fiscal years. If the commissioner board Spot remains vacant for period of no less than 9 Months then then an individual must have held a Leadership position within the league for a period of no less than three (3) seasons.

6.2 : Operations Director. The operations director will set the regular season and tournament schedules and create divisions based on the number of teams registered. The Operations Director will also coordinate placing free agents on teams via draft, social, or random placement. The Operations Director will coordinate the captains meeting for each season and will assist Sport Directors with the umpire training and skills clinic. The Operations Director will work with the Sport Directors to ensure that items needed for the league are purchased. The **Operations** Director will also work with the Marketing Director to help ensure information about upcoming leagues, activities, and news is accurate and prompt. In the event the Commissioner is unavailable, the Operations Director will assume the duties and responsibilities of the Commissioner if the position becomes vacant or if the Commissioner is unavailable. The Operations Director may also delegate additional responsibilities to Senior Leadership members as needed and until the vacant position is filled. The Operation Director will be elected by the Voting Membership to serve a term of two (2) years with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board. To be eligible to serve as Operations Director, an individual must have held a Leadership position within the league for a period of no less than one (1) season (apart from the inaugural Leadership Board).

6.3 : Treasurer/Risk Management Director. The Treasurer is responsible for all financial transactions. They will maintain the financial records for the organization, ensure a proper budget for the League each season, and monitor the League's financial accounts. The Treasurer will also be responsible for assessing risks to the league and will communicate with

Stonewall Sports Inc. and the Commissioner regarding those risks. The Treasurer will also work with the Sponsorship Director to facilitate sponsorship and to collect donations. The Treasurer shall determine an appropriate amount for registration fees each season and shall present such recommendations to the Leadership Board for final vote and approval. The recommendation shall be based on previous season expenses and projected future cash flow. The Treasurer will also be responsible for filling in for the Sponsorship if the seat is vacant until the position can be filled. The Treasurer will be elected by the Voting Membership to serve a term of two (2) years with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board. To be eligible to serve as Treasurer, an individual must have held a Leadership position within the league for a period of no less than one (1) season (apart from the inaugural Leadership Board).

6.4 : Community Director. The Community Director is responsible for finding and building relationships with the organizations our League is making charitable contributions to. They will ensure that Stonewall Sports – Richmond members have opportunities to give back to the Richmond community in a variety of ways including at least one Stonewall Sports – Richmond sponsored event per fiscal year. The Community Director will also be responsible for filling in for the DEI and/or Special Events director if any seat is vacant until the position can be filled. The Community Director will work under the guidance of the Commissioner. The Community Director will be elected by the Voting Membership to serve a term of two (2) years with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board. To be eligible to serve as Community Director, an individual must have held a Leadership position within the league for a period of no less than one (1) season.

6.5 : Marketing Director. The Marketing Director is responsible for the development of league content and creating a structured marketing strategy for all official Stonewall Sports-Richmond social media accounts, including but not limited to Facebook pages, and the league Instagram account. The Marketing Director is also responsible for ensuring the brand of Stonewall Sports – Richmond is consistent throughout our media footprint. The Marketing Director will handle all branding, website design and updates (excluding technical content maintained by Sport Directors), field/event marketing, recruitment of new players, and advertisements. They will be the liaison to any third-party marketing vendors (e.g. photographers) and handle internal photo/video for the League. The Marketing Director will work under the guidance of the League Commissioner. The Marketing Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.6 : Administration and Communication Director. The Admin & Communication Director shall keep meeting notes and produce minutes from all Leadership Board Meetings. The Administration & Communication Director is responsible for the content and administration of the official Stonewall Sports – Richmond Facebook page and group. The Administration and Communication will send out internal league emails and other administrative tasks as requested by the Sr. Leadership Board such as the organization of the board's information drive. The Administration and Communication director will report to the Commissioner. The Administration & Communication Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.7 : Sport Directors. The Sport Directors will be responsible for all planning, execution, and operations of sport leagues and tournaments taking place during all seasons. They may oversee various sports at the discretion of the Leadership Board. This includes but is not limited to equipment orders, competitive event set-up, collecting scores and tracking rankings/standings, updating, and maintaining registrations, identifying, training, and scheduling umpires and referees, and publishing sport-specific rules prior to each season. The Sport Directors will report to the Operations Director. The Sport Directors will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.8 : Club Sports Director. The Club Sport Director will be responsible for all planning, execution, and operations of club sport leagues and activities. Under the direction of the Operations Director, they will work with and lead the Club Coordinators and committee members to ensure the success of Stonewall Sports - Richmond Club Sports. They create and manage the proposal process of new future club sports and will be responsible for the club sports Facebook group. The Club Sport Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.9 : Sponsorship Director. The Sponsorship Director shall be responsible for seeking out and recruiting new sponsors for the Stonewall Sports – Richmond league. The Sponsorship Director will work with the Treasurer to set sponsorship levels and work with the Events Director to ensure sponsor companies are being used. The Sponsorship Director will work under the guidance of the Treasurer. The Sponsorship Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.10 Special Events Director. The Special Events Director is responsible for planning and coordinating special events throughout the year. They will serve as a representative of Stonewall Sports-Richmond as needed to plan these events. The Special Events Director will work under the guidance of the Community Director. The Special Events Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.11 : Diversity, Equity, and Inclusion (DEI) Director. The DEI Director will chair the Stonewall Sports – Richmond Diversity, Equity, and Inclusion Committee (DEIC) to execute programs that align with the Stonewall Sports mission. The DEI director will serve as Richmond’s representative to the Stonewall Sports National DEI committee and will work to implement national objectives here in Richmond. The DEI Director will also work to promote the league to diverse communities and work to continue to increase equity and inclusion throughout the league. The DEI Director will report to the Community Director. The DEI Director will be elected by the Voting Membership to serve a term of one (1) year with an option to renew for one (1) additional year pending an $\frac{3}{4}$ approval from the general Leadership Board.

6.12 : Individuals may serve on the Board for two (2) consecutive full terms, but not more than six years in total. A second consecutive term requires a $\frac{3}{4}$ approval from the general leadership board.

6.12.1 : A consecutive term is defined as two terms in the same role.

Article VII

SELECTION OF LEADERSHIP BOARD

7.1 : Vacant Positions. All vacant positions shall be elected by the Voting Membership according to the following process:

7.1.1 - Application packets will be solicited from any registered participant within the League and advertised for no less than 30 days;

7.1.2 - The Leadership Board shall interview all eligible candidates and select up to three (3) applicants via a $\frac{3}{4}$ general Leadership Board vote;

7.1.3 - To be considered an eligible candidate one must complete an application; have registered and participated in at least one sport or program activity with SSRVA; and be in good standing with the league (i.e. no current or recent, in the past 12 months, disciplinary actions);

7.1.4 - Those selected applicants will be advanced to the Voting Membership for a vote of simple majority;

7.1.5 - The above two subsections must be carried out within 30 days unless otherwise specified;

7.2 : Commissioner. If the League Commissioner position is vacant, a new Commissioner shall be selected in the same manner as above with the Operations Director or, if necessary, another member of Senior Leadership assuming the duties of Commissioner.

7.3 : Voting Members. Voting Members are defined as any league member who served in a position as the official, registered, Team Captain, any current committee member, and any current Leadership Board member. Should a Team Captain resign midseason, the individual who officially takes over (as recognized by the Leadership Board) and finishes the season will be recognized as the only Captain from that respective team with voting privileges for the next year.

Article VIII

FINANCES

8.1 : Indebtedness. No indebtedness of Stonewall Sports-Richmond, except for general operating expenses, shall be incurred without approval of the Leadership Board.

8.2 : Fiscal Year. The fiscal year of Stonewall Sports-Richmond shall begin on August 1 and end July 31 of each year.

8.3 : Audit. An audit of finances shall be conducted by the Treasurer at the end of each season.

Article IX

MEMBER AT-LARGE

9.1 : Member At-Large. The Leadership Board may, as needed, create Member At-Large positions. They will be appointed to perform duties as assigned by the Leadership Board. Term durations may vary based on need and must be outlined by the Leadership Board. Member At-Large position appointments must be unanimously approved by the Leadership Board.

9.1.1 - Removal of Members At-Large: any member of the Leadership Board may propose the removal of a Member At-Large position prior to the end of their term. Removal must be approved by a majority vote of the Leadership Board.

Article X

COMMITTEES

9.1 : Leadership Board Committees. Stonewall Sports-Richmond shall have two (2) standing committees which meet under the guidance of the Commissioner.

9.1.1 : Leadership Board. This committee shall consist of all officers listed under Section VI and meet in accordance with Section 5.3.

9.1.2 : Senior Leadership Board. This committee shall consist of the Commissioner, Operations Director, Treasurer/Risk Management Director, and Community Director. This committee may meet to conduct business related topics, such as but not limited to, League Expansion, Code of Conduct Violations or other member issues,

and other issues related to the Leadership Board.

9.2 : Diversity, Equity, and Inclusion Committee. The Diversity, Equity, and Inclusion Committee will be composed of no more than nine (9) members and ideally no less than five (5) members who will look at diversity and inclusion issues facing the League. They will meet at least quarterly and as needed, assess climate, and culture, and make recommendations to the Leadership Board. Any League Member (except for current Leadership Board Members) is eligible to serve on this committee. The Diversity and Inclusion Committee will work under the guidance of the DEI Director. The DEI Director will not have any voting privileges within the Committee (should a vote take place for any reason) since they are a member of the Leadership Board.

9.3 : Club Sport Committees. Each club sport shall be composed of a Club Coordinator (Chair) and ideally but not limited to two (2) to four (4) committee members. The committees, once approved by the leadership board, will work under the direction of the Club Sport Director to execute the operations of club sports members. They will meet at least quarterly and as needed, plan and prepare club events, with the support of the Club Sport Director and in conjunction with the rest of the Leadership Board. Any League Member (except for current Leadership Board Members) is eligible to serve on this committee.

9.4 : Other Committees. Additional committees may be created by the Leadership Board with a $\frac{3}{4}$ majority vote of each committee member and staffed with volunteers of any membership level. Any additional committees will work under the guidance of the Commissioner (unless otherwise designated by the Leadership Board).

9.5 : Committee Terms: A semiannual review of committee members will be conducted by committee chairs and the board sponsor of the committee. This review should be brought to the leadership board with proposed recommendations for a majority vote. An Annual review of the committee chairs should be conducted by the board sponsor of the committee. This review will be brought to the leadership board with proposed recommendations for a majority vote.

Article XI

Stonewall Sports Inc. Representation

10.0 : Stonewall Sports - Richmond Board may nominate and elect one member to serve as the city's representative to the Stonewall Sports Inc. Board. To be nominated for this position, a member must meet the following criteria: former or current senior leadership board member (commissioner, operations, treasurer, community), or a none Sr. Leadership board member with $\frac{3}{4}$ vote of approval from the current board. Nominations will be put up to a majority vote by the city's board. If a current board member other than the commissioner is voted to the national board then they must resign their SS-RVA position within 3 months.

Article XII

DISSOLUTION

11.0 : In the event of dissolution of Stonewall Sports-Richmond, all of its

assets remaining, less any costs and expenses, shall be distributed equally to all charities (beneficiaries) that Stonewall Sports-Richmond is sponsoring at the time of its dissolution.

Article XIII
AMENDMENTS

12.0 - Any amendments to these bylaws shall be drafted by the League Commissioner, discussed with the Leadership Board, and ratified by 2/3 vote of the Leadership Board.