

**CONSTITUTION & BYLAWS OF
DEDHAM YOUTH SOCCER ASSOCIATION
Last Approved/Ratified: 1/14/2020
Last Amended: 1/14/2020**

Article 1.0 GENERAL PROVISIONS

- 1.1 **Name.** The name of the duly formed, nonprofit corporation shall be The Dedham Youth Soccer Association, Inc. (the "Corporation"). It is also referred to by its initials "DYSA". The powers of the corporation, its directors and voting members, and all matters concerning the conduct and regulation of the business of the Corporation shall be subject to the constitution and bylaws, as amended from time to time, and contained herein.
- 1.2 **Location.** The principal office of the Corporation shall initially be located at the place set forth in the Articles of Organization of the corporation. The directors may establish other offices and places of business in Dedham, Massachusetts or elsewhere in the Commonwealth of Massachusetts.
- 1.3 **Corporation.** The Corporation will operate in accordance with the laws of the Commonwealth of Massachusetts for a charitable Corporation organized under General Law Chapter 180. The Corporation will maintain a tax-exempt status as defined by Section 501(c) 3 of the Internal Revenue Code.
- 1.4 **Logo.** The logo of the Corporation shall be adopted from time to time by a majority vote of the Board of Directors.
- 1.5 **Colors.** The colors of the Corporation shall be Maroon and White.
- 1.6 **Books and Records.** Any records maintained by the Corporation in the regular course of its business, including its share ledger, books of account and minute books, may be maintained on any information storage device or method; provided that the records so kept can be converted into clearly legible paper form within a reasonable time. The Corporation shall convert any records so kept upon the written request of any person entitled to inspect such records pursuant to applicable law.

ARTICLE 2.0 PHILOSOPHY AND OBJECTIVES

- 2.1 **Objective.** The objective of the Corporation is to provide the youth of Dedham, Massachusetts the opportunity to participate in recreational and competitive soccer leagues by teaching and demonstrating soccer skills, sportsmanship, respect, and fair play. The Corporation seeks to provide a safe environment where our youth not only excel in their soccer skills but also learn the importance of physical fitness, teamwork, determination, persistence, and hard work.

- 2.2 **Philosophy.** The philosophy of the Corporation is to provide the best possible environment for player growth, enjoyment and character development in competition and play at all levels, from instructional to higher competitive. In accordance with this philosophy, the rules of the game shall be adjusted where necessary to enhance the probability of meeting the objectives of the Corporation. DYSA will not discriminate against any individual on the basis of race, color, national origin, age, disability, sex, gender identity, religion, reprisal, political beliefs, marital status, familial or parental status, sexual orientation, or if all or part of an individual's income is derived from any public assistance programs.

ARTICLE 3.0 DYSA AFFILIATIONS

- 3.1 **Affiliations.** DYSA is fully affiliated with the Massachusetts Youth Soccer Association.
- 3.2 **Leagues.** Each season, at the discretion of the Board of Directors, DYSA may place teams in Massachusetts Youth Soccer Association affiliated leagues (e.g. Boston Area Youth Soccer (BAYS)) in order to provide an appropriate level of competition.
- 3.3 **Affiliation dominance.** At the discretion of the Board, Massachusetts Youth Soccer Association articles of incorporation, bylaws, policies, and requirements take precedence over and supersede the governing documents and decisions of the DYSA and its Members to the extent allowable under Massachusetts law.
- 3.4 **State registration.** All DYSA players, coaches, teams and administrators will be registered annually with Massachusetts Youth Soccer Association, and DYSA will pay all dues and fees required by Massachusetts Youth Soccer Association on a timely basis.

Article 4.0 MEMBERSHIP

- 4.1 **Qualification for membership.** Membership in the DYSA shall be open to coaches, assistant coaches, referees, officers and directors of the organization, parents and legal guardians of players under 18 years of age (herein referred to as non-playing members) as well as youth players who either reside in Dedham, attend Dedham schools, or who have parents or legal guardians who reside in Dedham (herein referred to as playing members). Subject to rules of leagues in which teams are entered, nonresidents with approval of the Board of Directors, determined by a majority vote, may be placed on DYSA teams.
- 4.2 **Obligations of membership.** DYSA, and all its non-playing and playing members, pledge and shall be obliged to abide by the rules of any league with which they affiliate. All members shall conduct themselves properly and in the spirit of good sportsmanship and fair play, as outlined in DYSA's Bylaws and Zero Tolerance Policy.
- 4.3 **Election of Playing Members.** Upon and at the time of registration, a playing member applies for election to DYSA. The Board of Directors shall, at its discretion, determine a final registration cutoff date, which will be binding. Late registrants may or may not be assigned to a team

depending on openings on team rosters and the availability of fields, coaches and facilities for additional teams. All openings on team rosters must be filled by officially registered players. The recruiting of additional players to fill roster openings can only be done after all officially registered players in the appropriate age group are selected.

A player is considered officially registered when the registrar confirms receipt of a completed registration, full payment of the fee, and acceptable medical coverage. A reduced or waived fee may be granted (by the Treasurer) to a player or family that applies for good cause. Players not considered officially registered are strictly prohibited from participating in any DYSA event.

Acceptance of applications submitted after a registration deadline established by the Board of Directors shall be determined by a simple majority of the Directors present at a meeting of the Board of Directors. The Board of Directors, in reaching their decision, shall always act with the goal of enabling as many boys and girls as possible to play, provided, however, that sufficient and adequate playing fields are available.

- 4.4 **Voting Privilege of members.** Playing members have no voting privileges. Non-playing members of the DYSA current season are eligible to vote at an Annual General Meeting, to be held in the month of November or December. Only the DYSA officers and Board members have the right to vote at any other Monthly Board Meetings and Special Board Meetings.
- 4.5 **Suspension and Expulsion of Non-Playing Members.** Any member of the DYSA may be suspended or expelled from membership for just cause by a resolution passed by not less than two-thirds of the Board of Directors. The member must be notified of the intent to vote on his or her suspension or expulsion *via* writing or email prior to the proposed Board vote. The member has the right to make a written or in-person statement to the Board of Directors before the resolution is put to a vote. The member may send a single representative in his place. The decision of the Board of Directors shall be binding on the member, and just cause for the suspension or expulsion must be determined by the Board of Directors.
- 4.6 **Suspension and Expulsion of Playing Members.** Any player, parent or coach may launch a complaint to the Board of Directors regarding a playing member. The severity and amount of the disciplinary action will be decided on an individual basis by the Protest Board or the Board of Directors, as the conditions apply. A report will be given to the Board of Directors at the next regular meeting and will be recorded in the minutes of the meeting. The Protest Board may also make a recommendation to the Board with regards to the expulsion of a playing member. A vote of not less than two-thirds of the Board of Directors is required for the expulsion of a playing member.

Article - 5.0 ANNUAL GENERAL MEETING

- 5.1 **Annual General Meeting.** The Annual General Meeting shall be held in November or December of each year to review the current year's activities thought the date of the meeting and to elect directors and officers for the next year.

- 5.2 **Notice of Annual General Meetings.** Written notice of every Annual General Meeting shall be made on the DYSA web site at least fourteen (14) days prior to the meeting. The notice shall state the purpose, the place, the date, and time of the meeting.
- 5.3 **Quorum.** A Quorum, for the transaction of business at any Annual General Meeting shall exist if the number of voting members, as hereinafter defined, equals or exceeds a number equal to fifty percent (50%) of the Board of Directors, as hereinafter defined, in office at the time of said meeting.
- 5.4 **Voting.** Non-playing members of the DYSA current season will be eligible to vote at the Annual General Meeting and those non-playing members who attend the Annual General Meeting are voting members for the purpose of establishing a Quorum for the Annual General Meeting.
- 5.5 **Action at Annual General Meetings.** A majority vote of voting members present at a meeting shall be sufficient to decide any and all matters except wherein such matter is otherwise prescribed or specified by the laws of the Commonwealth of Massachusetts or by the Constitution and Bylaws.
- 5.6 **Annual General Meeting Procedure.** The President, or their delegate, shall preside at all Annual General Meetings.

Article - 6.0 BOARD OF DIRECTORS

- 6.1 **Composition.** The governing Board of DYSA shall be known as the Board of Directors (referred to herein as the "Board" or "Board of Directors") and shall consist of four (4) officers, President, Vice President, Secretary, and Treasurer and a set of Directors with titles and duties as defined in Article 7.0 below.
- 6.2 **Size of the Board.** The Board of Directors shall consist of a minimum of thirteen (13) members and a maximum of twenty-four (24) members. The Board shall be determined at each Annual General Meeting by the election of officers and director members. In the event that a vacancy should occur in a Board position, other than that of an officer, the Board may decrease the size of the Board by not filling such vacancy or shall fill such vacancy with a two-thirds affirmative vote of the Board at a Monthly Board Meeting or Special Board Meeting. A member that fills a vacancy through an election at such time other than an Annual General Meeting, shall serve on the Board until the next Annual General Meeting and shall be eligible to continue to serve on the Board. The Board will have one (1) perpetual member, Joseph Freitas of 102 Oakdale Avenue, Dedham, MA.
- 6.3 **Powers, Functions, and Actions.** The business of DYSA shall be managed by the Board who exercise all powers of the Corporation, except as otherwise provided by laws of the Commonwealth of Massachusetts or the Constitution and Bylaws. The Board shall have the power to deal with any matters not covered directly by the Constitution, Bylaws, policies, procedures, regulations, and guidelines.

- 6.4 **Nomination and Election of Board Members.** The President is responsible to collect nominations for Board positions and to set a nominating procedure. This may be done by forming a nominating committee for the purpose of recruiting and/or recommending candidates for Board positions at the Annual General Meeting, or such other procedure as the President sees fit in his or her discretion. The President's position may only be filled by an individual that has served as a Board Member during the current year of the Annual General Meeting. Members of the Board shall be elected for the upcoming year at the Annual General Meeting by vote of a majority of the voting members of DYSA present at such meeting. The term of a member who fails to receive an affirmative majority vote shall end on December 31 of the current year.
- 6.5 **Qualifications.** All Board members must be members of DYSA. The President, Vice President, Treasurer, and Secretary shall each be a different person. A person may hold more than one of the other Board positions at the same time.
- 6.6 **Tenure.** Tenure for Board members is one (1) year. Board members are eligible for re-election. Board members do not have term limits. The President may serve for no more than three (3) consecutive elected terms as President. The Board may, however, at a Monthly Board Meeting or Special Board Meeting preceding the Annual General Meeting in the final term of the President, propose to extend the term of the President's tenure for an additional year, upon a vote of not less than two-thirds of the members then serving. The Board may extend the President's term for an additional three terms. The President shall be then re-elected for the upcoming year at the Annual General Meeting by vote of a majority of the voting members of DYSA present at such meeting after the Board has proposed such an extension.
- Any Board member may resign by giving a verbal or written resignation to the Board or to the Secretary. Resignations are effective upon receipt unless otherwise specified and accepted by the Board.
- 6.7 **Obligations and Non-Performance.** Board members are expected to attend monthly Board meetings and perform such duties as determined by the Board or President with approval of the Board. A Board member who misses three (3) consecutive monthly Board meetings without appropriate justification to the President may be removed from his/her position by a majority vote of the Board.
- 6.8 **Vacancies.** In the event of any vacancy on the Board by reason of death, resignation or removal of any member, the Board may, at its discretion, elect to fill such vacancy by a majority vote of the Board at a Monthly Board Meeting or at any Special Board Meeting called for that purpose.
- 6.9 **Recall and Reprimand.** If a Board member feels that a Board member is not performing his/her function as described in the job-description for that position or in accordance with the Objective or Philosophy of the Corporation, the challenging Board member shall notify the Board of such deficiencies or issues of the member. The Board may take one or more of the following actions

against or in regard to the member in question at a Monthly Board Meeting or Special Board Meeting:

- The Board members present may determine with a simple majority of the members present whether just cause exists to investigate the complaint; should the majority determine the complaint has merits, the Board shall instruct the President (or Vice President, in the case of a complaint against the President) to contact the Board member against whom the complaint is lodged to invite to a meeting regarding the complaint.
- The President (or Vice President, as the case may be) shall make every attempt possible to notify the Board member of the complaint and invite the Board member to attend the next Monthly Board Meeting or at any Special Board Meeting to address the complaint. The Board Member that is the subject of the complaint shall have the opportunity to review the minutes of the meeting that determined the complaint was justified and bring counsel or other witness to such meeting.
- The Board member may be removed for cause by vote of at least three-fourths (3/4) of the other Board members at the time in office after a meeting discussing the same where the Board member against whom the complaint is issued has a full opportunity to address the complaint.

6.10 **Other Members.** The Board may, at any time, create the positions of other Board members with specific duties and elect such members by simple majority vote of the Board. If the Board does not otherwise specify a term of office, such officers shall serve until the next Annual General Meeting.

Article - 7.0 DUTIES OF OFFICERS OF THE BOARD OF DIRECTORS

7.1 **President.** The President is the Chief Executive Officer of the Corporation, ex-officio Member of all committees, and subject to the discretion of the Board, shall have general supervision and control of its business. He/she shall ensure that all orders and resolutions of the Board and mandates voted by the general membership at the Annual General Meeting are carried out. He/she shall preside, when present, at all meetings of the Corporation and the Board or assign his/her delegate when not present. The President shall be the official representative of DYSA, be one of those authorized to sign checks and vote only in case of a tie at the Annual General Meetings and Monthly and Special Board Meetings. The President shall also be responsible for the interpretation of the Constitution and Bylaws of the Corporation. Such interpretations can be overruled by the Board by a majority vote.

7.2 **Vice President.** The Vice-President will be vested with all the powers and required to perform all the duties of the President in his absence or disability and the performance of any act or the execution of any instrument by a vice-president shall, so far as any third person is concerned, constitute evidence of the absence of disability of the President. The Vice-President shall

perform such other duties as may be prescribed by the Board of Directors. If the President has not assigned a delegate, as hereinabove provided, the Vice President shall preside at any meeting of the Board or of the voting members of DYSA from which the President is absent.

- 7.3 **Treasurer.** The Treasurer shall have charge of the finances of DYSA and shall report on the condition of same at all Monthly Board Meetings. He/she shall submit a written report at the Annual General Meeting, covering the prior year's financial activities. He/she shall have custody of all funds, securities, and valuable documents of the Corporation and shall perform the duties incident to the office of the Treasurer (maintain accounting records, file required tax forms, and corporate filings, etc.). He/she shall be one of those authorized to sign checks.
- 7.4 **Secretary.** The Secretary, who is the Clerk for purposes of Massachusetts Law, shall attend to all correspondence, keep records, keep minutes, of all Board and General and Special Meetings of the voting members of DYS, notify Board members of upcoming meetings and issue notices announcing General Meetings and Special Meetings. The Secretary shall see to it that all officers and directors receive copies of the minutes within one month of the meeting. If the President has not assigned a delegate, as hereinabove provided and the Vice President is not present, the Secretary shall preside at any meeting of the Board or of the voting members of DYSA from which the President is absent.
- 7.5 **Other Director Positions.** The roles and responsibilities for all other director positions are defined in Appendix A and can be altered and updated as need by a majority vote of the Board.

Article - 8.0 STANDING COMMITTEES

- 8.1 **Standing Committees.** Standing Committees can be formed by a majority vote of the Board and are responsible to the Board. Committee members are appointed by the Board and shall have a one (1) year renewable term. These Standing Committees shall develop and administer programs within their charter and in accordance with DYSA Constitution and Bylaws, Polices, Procedures, and the laws of the Commonwealth of Massachusetts.

Article - 9.0 MONTHLY MEETINGS OF THE BOARD OF DIRECTORS

- 9.1 **Monthly Board Meetings.** The Board shall have monthly meetings on or around the first Tuesday of each month, unless another date is specified at the Annual General Meeting for the following year. Any member of DYSA may attend meetings of the Board, except when specific issues are to be discussed, in which case the Board may meet in an executive session as defined herein. Board members are expected to attend monthly Board meetings.
- 9.2 **Notice of Monthly Board Meetings.** A written notice of every Monthly Board Meeting shall be sent to each Board member at least seven (7) days prior to such meeting. Any member of the Board stipulates, until such stipulation is withdrawn, that notice sent by e-mail to such member, at such e-mail address as such member may specify, will constitute sufficient notice to such

member. The notice shall state the purpose, the place, the date, and time of the meeting. An announcement of intent to hold a future meeting given at a prior meeting of the Board fulfills all the requirements of notification.

- 9.3 **Quorum.** A quorum for a Monthly Board Meeting is defined as the lesser of fifty percent (50%) of the number of active Board members or nine (9).
- 9.4 **Action at Monthly Board Meetings.** Matters shall be decided by majority vote of Board members present at a Board meeting unless a different vote is specified by the laws of the Commonwealth of Massachusetts or by the Constitution and Bylaws. Each member of the Board has only one vote, regardless of the number of positions he/she holds. The President only votes to break a tie. In cases of apparent or real conflicts of interest, members are expected to recuse him/herself from voting.
- 9.5 **Executive Sessions.** The Board may determine that sensitive issues shall neither be discussed nor voted upon by non-Board members, but instead be reviewed within an executive session of the Board in either a Monthly Board Meeting or a Special Board Meeting. Such executive sessions of the Board are open only to Board members and individuals that are invited to attend by the Board. The Board shall, in advance of the executive session, take such vote or announce that such a meeting shall be held. Items normally considered as sufficiently sensitive to warrant discussion within an executive session shall include, but not be limited to, suspension and expulsion of DYSA members, the recall and reprimand of Board members, violations of any DYSA policies, and other similar matters. Any action taken within the executive session shall follow the procedures set forth in the Constitution and Bylaws and any vote taken shall have the same requirements as those taken outside of executive session. Any vote or action taken in executive session shall be reported to those Board members not in attendance prior to or at the next Monthly Board Meeting. Any Board member who is the subject of recall or reprimand has the right to have the discussion occur inside or outside executive session upon his or her request.

Article - 10.0 FINANCIAL AND RISK MANAGEMENT ISSUES

- 10.1 **Budget.** DYSA shall operate on a balanced budget, whereby revenue will cover the cost of operations during each fiscal year plus reasonable reserves. Such a balanced budget may include a reserve fund for development or purchase of soccer fields in Dedham, Massachusetts.
- 10.2 **Expenditures and Revenue.** Expenditures not normally purchased on an annual basis, in excess of \$1,000 shall require approval of the Board. Bills for authorized expenditures shall be paid when due. All moneys shall be promptly deposited in a bank account maintained in the DYSA name.
- 10.3 **Financial Policy.** DYSA is a not-for-profit Corporation. DYSA shall conduct its business affairs so as to maintain its tax-exempt status as defined by Section 501(c) 3 of the Internal Revenue Code.

- 10.4 **Fiscal Year.** The fiscal year of the Corporation shall begin on the first day of November and end on the last day of October each year.
- 10.5 **Audit Policy.** DYSA shall have such audits as may be required by any federal or state law governing DYSA or by rule or regulation of any federal or state agency or department having regulatory authority over DYSA. Should any such audit be required, the Treasurer will select an independent auditor with the approval of the Board.
- 10.6 **Execution of Investments.** All deeds, leases, transfers, contracts, bonds, notes, and other obligations authorized to be executed by an officer of DYSA on its behalf shall be signed by the President or the Treasurer except as the Board may generally or in particular cases otherwise determine.
- 10.7 **Disposition of Property.** In the event of dissolution of DYSA, all property and assets available after the settlement of all liabilities shall be turned over to a charity or charities as determined by the Board at the time of dissolution. Such disposition shall be in accordance with the provisions of Massachusetts General Laws.
- 10.8 **DYSA Assets.** No part of the assets of DYSA shall inure to the benefit of any member or Board member or any other individual except that reasonable compensation may be paid for services rendered to or for the organization, at the discretion of the Board.
- 10.9 **Gifts.** Gifts of money without conditions or with conditions specified in DYSA written solicitations may be accepted by the Treasurer by depositing the cash or checks without Board vote. All other gifts may only be accepted by the Board by majority vote.

Article - 11.0 AMENDMENTS TO CONSTITUTION AND BYLAWS

- 11.1 **Amendment Procedure.** This Constitution and Bylaws, or any section thereof, may be altered, amended, or repealed, by a 2/3 vote of the voting members present at the Annual General Meeting or any Special Meeting called for such purpose. Such proposed changes shall be submitted to a vote and shall state where copies of the proposed changes can be obtained.

Article - 12.0 POLICIES, PROCEDURES, REGULATIONS, AND GUIDELINES

- 12.1 **Policies, Procedures, Regulations, and Guidelines.** Policies, procedures, regulations, and guidelines shall be drawn up by the Board and reviewed for applicability at least annually. Such policies, procedures, regulations, and guidelines shall be subject to the constitution and bylaws, policies, and requirements of any organization to which DYSA has granted affiliation dominance. The Board, by majority vote, can establish policies, procedures, regulations, and guidelines, subject to the Constitution and Bylaws, under which DYSA shall operate.

- 12.2 **No Personal Liability.** The members and officers of the Corporation shall not be personally liable for any debt, liability, or obligation of the corporation. All persons, corporations, or other entities extending credit to, contracting with, or having any claim against, the Corporation may look only to the funds and property of the Corporation for the payment of any such contract or claim, or for the payment of any debt, damages, judgment, or decree, or of any money that may otherwise become due or payable to them from the Corporation.
- 12.2 **Indemnification.** The Corporation shall indemnify a member or officer in the defense of any proceeding to which he or she was a party because he or she was a member or officer of the Corporation against reasonable expenses incurred by him or her in connection with the proceeding.

Appendix A – Other Director Positions

Director of Equipment. The Board of Directors shall appoint a Director of Equipment each year.

- Twice a year, during the months of March and August, the Equipment Manager shall submit a report to the Board of Directors that shall delineate details of the equipment, as to numbers, location, condition and suggested replacement, which at a minimum will include shirts, balls, medical kits and nets.
- The Director of Equipment shall work with and cooperate with the Treasurer in coordinating the purchase of the needed equipment for DYSA.

Director of Fields. The Board of Directors shall appoint a Director of Fields each year.

- The Director of Fields will be responsible for preparing, publishing and distributing the season's schedule for games and for practices in coordination with the Referee Coordinator for spring and fall seasons.
- The Director of Fields shall determine if the fields are playable.
- The Director of Fields will assist team coaches in re-scheduling make-up games.
- The Director of Fields shall coordinate with the Town of Dedham, Dedham Parks & Recreation Department, and Dedham Public Schools for field permits, lining of fields, soccer nets, cutting of fields and such other maintenance as is necessary to facilitate the playing of soccer on the fields.

Director of Travel Program. The Board of Directors shall appoint a Director of Travel Program each year.

- The Director of Travel Program shall help organize and administrate the boys and girls travel teams in accordance with the Team Formation Policy adopted from time to time by the board of directors.
- The Director of Travel Program shall recruit coaches, shall assist registration and shall help draft up teams in accordance with the Team Formation policy and for presentation and approval of the board of directors.

- The Director of Travel shall maintain records of all teams, coaches, and children playing in the organization including, complete team rosters in conjunction with the Director of Travel Registration.

Director of Travel Registration. The Board of Directors shall appoint a Director of Travel Registration each year.

- The Director of Travel Registration shall be responsible for coordinating registration of travel players in such ways as directed by the board of directors from time to time, which shall include parental consent and a waiver of liability for the organization.
- The Director of Travel Registration shall maintain records of travel coaches and children playing in the organization, including complete team rosters.
- The Director of Travel Registration shall be responsible for placing the organization's travel teams with the soccer associations in which the organization participates.
- The Director of Travel Registration shall be responsible for maintaining an email address for the parent(s) of each travel player registered with the organization.
- The Director of Travel Registration shall be responsible for sending out any correspondence to registered travel players.

Director of Town Program. The Board of Directors shall appoint a Director of Town Program each year.

- The Director of Town Program shall help organize and administrate the boys and girls town teams in accordance with the Team Formation Policy adopted from time to time by the board of directors.
- The Director of Town Program shall recruit coaches, shall assist registration and shall help draft up teams in accordance with the Team Formation policy and for presentation and approval of the board of directors.
- The Director of Town shall maintain records of all teams, coaches, and children playing in the organization including, complete team rosters in conjunction with the Director of Town Registration.

Director of Town Registration. The Board of Directors shall appoint a Director of Town Registration each year.

- The Director of Town Registration shall be responsible for coordinating registration of town players in such ways as directed by the board of directors from time to time, which shall include parental consent and a waiver of liability for the organization.
- The Director of Town Registration shall maintain records of town coaches and children playing in the organization, including complete team rosters.
- The Director of Town Registration shall be responsible for placing the organization's town teams with the soccer associations in which the organization participates.
- The Director of Town Registration shall be responsible for maintaining an email address for the parent(s) of each town player registered with the organization.

- The Director of Town Registration shall be responsible for sending out any correspondence to registered town players.

Director of Travel Referees. The Board of Directors shall appoint a Director of Travel Referees each year.

- The Director of Travel Referees will recruit and schedule referees for all Travel games.
- The Director of Travel Referees will ensure travel referees receive adequate training.
- The Director of Travel Referees will be responsible for assessing travel referees' performance and providing additional instruction as needed.
- The Director of Travel Referees will assist travel referees to record game results and report any misconduct of players or coaches.
- The Director of Travel Referees, in conjunction with the Director of Fields, shall make out the travel game schedule.
- The Director of Travel referees will coordinate with the Treasurer to pay travel referees as authorized by the Board.

Director of Town Referees. The Board of Directors shall appoint a Director of Town Referees each year.

- The Director of Town Referees Coordinator will recruit and schedule referees for all Town games.
- The Director of Town Referees will ensure town referees receive adequate training.
- The Director of Town Referees will be responsible for assessing town referees' performance and providing additional instruction as needed.
- The Director of Town Referees will assist town referees to record game results and report any misconduct of players or coaches.
- The Director of Town Referees, in conjunction with the Director of Fields, shall make out the town game schedule.
- The Director of Town referees will coordinate with the Treasurer to pay town referees as authorized by the Board.

Director of Player/Coach Development. The Board of Directors shall appoint a Director of Player/Coach Development each year.

- The Director of Player/Coach Development will lead the development and implementation of a unified (travel and town) development plan for Dedham Youth Soccer which will provide the basis to develop soccer player's and soccer coach's skills and the attitude required to be prepared and competitive at all levels of play.
- The Director of Player/Coach Development will present the unified plan to the Board of Directors no less than annually.

Director of Curriculum. The Board of Directors shall appoint a Director of Player/Coach Development each year.

- The Curriculum Coordinator will report to the Player/Coach Development Director and provide leadership, coordination and administrative support in the ongoing development, implementation and administration of all phases of the organizations unified development plan.

Director of Web Site. The Board of Directors shall appoint a Director of Web Site each year.

- The Web Site Coordinator shall be responsible for setting up and maintaining the organization's web page. The web site director will coordinate with the Media/Communications Director to keep the web site up to date with all current communications.

Director of Media & Communication. The Board of Directors shall appoint a Director of Media & Communication each year.

- The Media/Communication director shall be responsible for managing and directing all internal and external communications and may serve as the key spokesman and media contact for the organization.

Director of Social & Fundraising Events. The Board of Directors shall appoint a Director of Media & Communication each year.

- The Social/Fund Raising Director shall be responsible for coordinating all fund raising efforts and soccer related social events approved by the Board of Directors.
- The Social/Fund Raising Director shall arrange for team pictures if approved by the Board of Directors.

Director of Concession Stand. The Board of Directors shall appoint a Director of Concession Stand each year.

- The Director of the Concession Stand shall operate and staff the concession stand during hours of operation as authorized by the Board.
- The Director of the Concession Stand shall coordinate with the Treasurer to ensure inventory is purchased as needed and that sales revenues are deposited in a timely manner.

Director of CORI. The Board of Directors shall appoint a Director of CORI each year.

- The Director of CORI is responsible for ensuring that all required CORI checks for Board members, Coaches, Referees, etc. are completed and reviewed prior to the start of each season.