SYSA CORPORATE POLICIES

Nov 2023





TABLE OF CONTENTS

MISSION AND PURPOSE	1
MEMBERSHIP	1
LEAGUE AND TEAM FORMATION	1
BOARD OF DIRECTORS	1
Director qualifications	
OFFICERS	1
policies regarding officer duties policies for officer elections	1 3
ADMINISTRATIVE STAFF	3
nolicies regarding employees	3

BOARD COMMITTEES	3
CODE OF CONDUCT AND ETHICS	5
SYSA CONFLICT OF INTEREST POLICY	5
SYSA POLICY WITH REGARD TO DISCIPLINARY, COMPLAINTS AND GRIEVANCES	5
BOARD RESOLUTIONS	.11
APPENDIX A	.12

MISSION AND PURPOSE MEMBERSHIP LEAGUE AND TEAM FORMATION BOARD OF DIRECTORS

DIRECTOR QUALIFICATIONS

POLICIES REGARDING BOARD MEETINGS

OFFICERS

POLICIES REGARDING OFFICER DUTIES

- The Vice-President of Administration shall supervise:
 - a) New Officer Nominations
 - b) Applications for Membership
 - c) Development of employment policies and human resource procedures.
 - d) Serve as Chair of the Governance Committee
 - e) To oversee SYSA compliance with current Risk Management procedures
- The Vice-President of Competition shall supervise the following activities:
 - a) Exchange Programs
 - b) seasonal league play
 - c) tournament play
 - d) maintain records of perpetual awards and trophies owned and presented by SYSA.
 - e) Serve on the Rules Committee
- The Vice-President of DEI shall be the chair of the Diversity, Equity and Inclusion Committee, and ex-officio member of the Rules Committee and Judicial Committee.
- The Vice President of Recreational Development shall be responsible for:

- a) Providing multiple coordinated opportunities for coaches in recreational programs throughout the Association to improve their knowledge of soccer and their ability to teach the game in an age-appropriate manner
- b) Developing new programs to enhance the recreational soccer playing and coaching experience
- Developing programs to cultivate positive attitudes, respect for the game, and fair play for players, coaches and parents
- d) Serve as Chair of the Judicial Committee
- Duties incident to the office of the Treasurer:
 - a) Maintaining permanent financial records and a bookkeeping system for the corporation
 - b) Maintaining bank accounts on behalf of the corporation
 - c) Disbursing funds as approved by the President and the Board
 - d) Payment of taxes or fees levied on the association by local, state or federal authorities.
 - e) Oversight of administrative staff assigned duties under the control of the Treasurer.
- The duties of the Secretary shall include;
 - keep the minutes of the meetings of the Board of Directors
 - b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law
 - c) establish and maintain formal corporate addresses for both postal service and email correspondence
 - maintain SYSA corporate non-profit status with state and federal authorities including filing any reports or statements required by such authorities on an annual, quarterly or other basis.
 - e) Oversight of administrative staff assigned duties under the control of the Secretary.
 - f) Membership List. The Secretary shall keep a General Membership List in the form of a record which will be a register of the mailing address, electronic communication (email) address and other contact information of all Member Clubs and individuals registered as General Members.

g) Corporate List. The Secretary shall maintain a registry of the Member Club Delegates who are qualified to represent each member club on the Board of Directors, with mailing address, electronic communication (email) address and other contact information for each Director provided by the member club. The Corporate List shall also include a registry of the mailing address, electronic communication (email) address and other contact information for each Officer which shall be furnished to the Secretary by such member.

POLICIES FOR OFFICER ELECTIONS

Notice of Election Open officer positions shall be announced and advertised a minimum of 2 months prior to the election. Advertisement of open positions may be through any channel the Board deems viable and appropriate for the positions, including the SYSA website and social channels. A description of the positions shall be available on the corporate website. All candidates must meet any minimum qualifications agreed upon by the Board. Candidates for Officer positions shall make statements of interest to the Board for review a minimum of 2 weeks prior to the election date.

ADMINISTRATIVE STAFF POLICIES REGARDING EMPLOYEES

Human Resources Policies

BOARD COMMITTEES

- The Rules Committee shall have authority to:
 - a) Establish administrative Rules as deemed necessary for league and tournament competition, including an integrated registration system for Member Club and SYSA player, coach and volunteer participation.

- b) Establish Rules of Competition for league and tournament play
- c) Establish procedures that support the compliance directives and sanctions imposed by the Judicial Committee.
- The Governance Committee shall have authority:
 - a) To propose and recommend to the Board of Directors policies, rules and regulations with regard to the operation of the Corporation which are consistent with these Bylaws
 - b) On request of the Board of Directors, review any proposed change to Policies and Rules and Regulation.
 - c) To review applications for admission to club status with the Corporation as well as voluntary and involuntary terminations of club status.
 - d) To establish and coordinate employment policies, including oversight of employment matters, such as professional development, annual goals, evaluations and disputes or claims. The Committee is authorized to convene in confidential, executive session to perform its duties.
 - e) The Chair of the Governance Committee shall be the Vice President of Administration.
- The Judicial Committee shall:
 - a) Hear all appeals of disciplinary matters involving players, coaches and other members registered with the Association or a member club;
 - b) Advise the Board on such other matters as may be determined by the Board or these Bylaws;
 - c) Resolve any protests and grievances including imposing penalties on any player, coach, volunteer or other member as the committee in its sole discretion determines to be appropriate.
 - d) The Judicial Committee shall appoint a Disciplinary Committee to hear all protests and disciplinary matters involving infractions filed with regard to SYSA league or

tournament games played involving players and coaches registered with the Association or a member club. The Disciplinary Committee shall consist of a representative from each Member Club participating in league and tournament play, one of which will be appointed Committee Chair by the Judicial Committee.

- e) The Judicial Committee shall develop procedures for the Disciplinary Committee for inclusion in the SYSA Rules of Competition and Administration.
- f) The Chair of the Judicial Committee shall be the Vice President of Recreational Development.
- Members of the DEI Committee shall be:
 - a) the Vice President of DEI, who shall serve as Committee Chair,
 - b) a minimum of one Director volunteer approved by the Board
 - c) and other volunteers from the SYSA Community, who are selected and approved by the Committee Chair and existing committee members.
 - d) Committee members serve one year terms.

CODE OF CONDUCT AND ETHICS SYSA CONFLICT OF INTEREST POLICY

SYSA POLICY WITH REGARD TO DISCIPLINARY, COMPLAINTS AND GRIEVANCES

SYSA Policy with Regard to Disciplinary, Complaints and Grievances

- Match-related incidents that involve a referee's filing of a misconduct report or supplemental report will be handled by the SYSA Disciplinary Committee.
- 2. Incidents that require the Disciplinary Committee's adjudication under the SYSA Rules of Competition, Administrative Regulations or SYSA Bylaws will be heard by the Disciplinary Committee.
- Other incidents that involve teams or parties from the same or different clubs involved in association-level play may be handled by the Disciplinary Committee at that committee's option, through the efforts of the Disciplinary Representatives of the clubs.
- 4. For all other incidents, the desired course of action is mediation that arrives at a mutually acceptable result. If the incident or complaint involves parties from the same SYSA club, the course of mediation will begin at the club level; if between parties from different SYSA clubs, through a cooperative effort between the club presidents or other representatives of the clubs with guidance from the SYSA Executive Director or President as necessary.
- 5. If the parties involved as mediators perceive that they have an individual conflict of interest, or if mediation fails to arrive at a mutually acceptable result, the mediation effort shall proceed to the next level; from intraclub to SYSA, or from SYSA to Washington Youth Soccer.

- 6. SYSA may at its option retain professional mediation services, or suggest that both parties agree to binding arbitration by a professional.
- 7. If the above avenues for mediation are exhausted and either party still feels aggrieved, then SYSA is duty-bound to provide equitable due process to protect individuals' right to participate as mandated by the USSF.
 - 1. SYSA will follow a process substantially in conformance with the process described in the WYS Judicial and Ethics Committee Policies and Procedures Manual.
 - 2. Certain allegations or incidents are required to be heard and adjudicated directly by WYS.
 - 3. If heard and adjudicated by SYSA, SYSA will empanel a special judicial panel of disinterested persons, with experience appropriate to adjudicating the complaint or grievance
 - 4. SYSA's role in such a hearing is to provide a mechanism for due process without preference to or assisting either party.

SYSA Three-Tiered Process for Handling Complaints

Complaints received by SYSA staff or officers, or by officers of any of its clubs, should be evaluated immediately upon being received. If the complaint is more appropriately handled by the SYSA Disciplinary Committee (DC), the appropriate steps for DC action should be taken. See section 8, Appeals and Protests, of the SYSA Rules of Competition for more information.

If the complaint is not appropriate for the DC, or if the DC declines to take on the complaint, then the evaluator(s) should attempt to sort the complaint into one of three categories:

Tier 1: Club Intervention -- A complaint that can be handled by a club or clubs working directly with the person sending the complaint, and the person the complaint is about. Generally, most complaints will fall into this category. Experience shows that most complainants want to be heard, to vent, and to know that someone is listening and taking action.

Tier 2: Mediation – A complaint that cannot be handled by a club or clubs because of the nature of the complaint, the attitude or history of the person who sent it or is the target, or which the club does not believe it can resolve independently, should be moved to a mediation proceeding. Attempts to resolve complaints through a joint effort by club leaders may lead them to the conclusion that mediation is required. In general, though, few complaints will need to go to mediation.

Tier 3: Formal Grievance – A complaint that involves certain trigger actions or requests should be sent to a formal grievance process. This can be because of the nature of the complaint (physical, verbal, or other forms of abuse or harassment), because of the irreconcilable position or request of the complainant, or the outcome/remedy the complainant is requesting (e.g., barring a coach from the league). It should be made clear to the complainant what a formal grievance process involves, how it will be handled, and that it should be made lightly.

Examples of Complaint Tiers and Actions

Tier 1 – A coach from Club A team sends an email to the SYSA director about Club B team after a game. The Club A coach says the Club B coach was loud and unsportsmanlike, yelling at the referee and other players on the field. This created a difficult environment for spectators and players. The SYSA director contacts both clubs, shows them the complaint. The SYSA director and club presidents confer about the complaint and come to an agreement that the complaint is something that can be handled between clubs.

Tier 2 – Club A receives a complaint about one of their coaches from a parent on a team in Club B. The Club A coach is accused of harassing the referee, yelling at her own players, and getting into an argument with the complainant parent after the game when their behavior was brought to their attention. Club A contacts Club B and says they will investigate. When the complaint is brought to the attention of the Club A team coach, they deny the assessment of the situation, and make a counter claim that the situation was not described as it occurred. Club A and Club B confer. They decide that the parties are too resolute in their opinions, and that the clubs do not feel they are confident or skilled enough to resolve it independently. They request that SYSA take over the process with a Mediation.

Tier 3 – SYSA receives a written document detailing abuses by one coach toward another at a game. The complaint mentions physical contact and ongoing verbal abuse, including extreme anger and obscenities. The complaint mentions SYSA Rules or Codes of Conduct, and requests that the coach being charged be banned from the league. SYSA shows the complaint to the presidents or both clubs, and they agree that based on the seriousness of the charges and remedy requested, the complaint should be sent to the SYSA Judicial Committee for evaluation. The SYSA Committee then determines

whether to hold a hearing on the complaint within SYSA, or to forward the complaint on to the Washington Youth Soccer Ethics Committee.

General Guidelines for Complaints

- Complaints should be acted on immediately upon being received.
- The complainant should be contacted as soon as possible to acknowledge that the complaint was received, and that a process is under way.
- Tell the complainant that you will be contacting the leadership of the other coach's club, and will pass on the nature of the complaint, but that the complainant's name will not be used.
- Whoever contacts the complainant should not sympathize or speak of any possible disciplinary actions but remain neutral and simply acknowledge the complaint was received and will be reviewed. Keep in mind there are always two sides to any story, and sympathizing or encouraging the complainant could set up false expectations.
- A complaint about a coach or parent sent to SYSA or an opposing club should not be shared with the person charged in the complaint if they were not an original recipient. Do NOT forward emails from a someone to the person being charged. Respect the confidentiality of the original email.

- All measure should be taken to not inflame a situation between two SYSA members. Email exchanges between those charged and the complainant should be discouraged.
- SYSA club leaders should do all they can to work collaboratively and resolve the situation as quickly and equitably as possible.

BOARD RESOLUTIONS

APPENDIX A

	OUTH-BOODER ASSOCIATION — SERVINGS (PLAN 20	
VIION	Plantacionalizacioni del Saciali communicacioni	member states of allowers for whom surrent
		pochos wast indffication in participation and
Till demonstrates development of the children's	overall uniform and equipment port increase	of high achoorings players.
on by through participation in upon, inclusion, throat enegative and collection of the between dubin	per place to no-most than \$4 per annum.	Description for received years for
nijustos speriation to bea habe amongs	INCREME DEPARTS COURTS AND GROOM	when advanced play is not organ a preferred antique to replace them of manufacturing by 20%
	USOF PROTECTION AND ADDRESS OF THE PERSON ADDRESS OF THE PER	
rise entranes.	OZMINETS.	
ermon		
		participation in the USA USA agraphing life.
		per arrows through 3016.
	to reason of the property of the property for the page of	DECEMBER OF STREET
	and dentifies apportunities for subdocution	PROGRAM DESIGNATION OF STREET
hough these apportunities youth any after to	with other sports organisations. Develop organisation blooming Code profities	
species of the post of the rening to play secure at a		вующие на техности в дошни.
net champetitieness that goods then personal	Association for anguing work by public and private field developmen, now projects and petition	Depth of the delication of the better retinated.
	rating scattly the squeezor of one new	eduction relaction in 1th parant maning ro-
georbatiles for every shift that wants to player		
econ uncider families who wish to commission their		
the and energies as a meaning support and resident or programs such that our members denoting a	approach to the Fields Facilities Practice Earlie	planning for naturalism rates within Chilo and at
ur programs such that our marrians directop o felleng passion and sequest for the game of secure.	Alternation System intensifying languages of	DESENTE AND ADDRESS OF THE PARTY OF THE PARTY.
	improvement and adopting changes to the posters to lower completes from complete and	than I position per year. I terrana the invalid inspector to the ways in
N SEPANTEGY - 2012 - 2016	that is 100 to 100.	Introduce the least of exposure to the way, in which we consiste the program of exposure and
		take the number of ways we recognise
OPERATORIAL OPCIDATION OF CUT-TO	Growne streamen from consultances	
PLOSING WITH STATE OF	ASSAULT COMPANY PARTIES ET A	
	DOMESTIC MEDITING OFFICEROWS.	Оципанскорнитеринализм
		WENTER THE HEIGHTON, AND
Develop on "option" model of operatorship for		White-grow fox to-docum
player jerseys to read as between \$10 and \$10. our along and irredement beginning to \$40,000.	 Be upon to exploring near support analysisting 	1. Southern announcement of the second state o
	rubs of competition with the great to reduce by ARS the cur were breaty of description from	Accident segment of the season
Notionality of and between Mander Cubs.	Susan the collaboration between solvened.	Workerstellook.ow/moorseld/
DSA, NYS, U.S. Childrenner and US Youth	play and recreational play to increase the level	REPRESPOUND TO DAMAGET E
DEA, NYS, U.S. Child leaser and US Youth Social and survey membership as to their	play and recreational play to increase the level of subspices of the 100F Youth Second	REFERENCE TO DAMAGE THE PARTICIPATION, DISLOSSED WHITE, AND
DSA, WYL U.S. Child bear and US Faulth Social and survey membership as to their familiarity with 2.	play and recreational play to increase the level	REFERENCE TO DAMAGE THE PARTICIPATION, DISLOSSED WHITE, AND
DSA, NYS, U.S. Child baser and US Yauth Social and savey membership as to their familiarity with it. Receips materials that approximate strong	play and recreational play to increase the level of subspices of the 100F Youth Second	REPORT POLICE TO COMMOT THE INTERPORT OF REPORT OF STATE AND ACCRECATE OF REPORT OF STATE AND
DSA, NYS, U.S. Club beaver and US Youth Scotts and survey membership as to their familiarity with it. Browing materials that exposer institutional knowledge and make them available to	play and recreational play to increase the level of adoption of the 1004 Youth Season Curriculum by 20% per annure through 2004. PROMOREGATORIAL OPPOPERATION TO ALL/2000-	REFER POWER TO DEVEKE THE INTRODUCTOR, SHE DEVELOPMENT, AND ANNOUNCED OF REPRESENTATIONS FOR THE RESERVE AND ADDRESS OF THE RESER
BTA, NYS, U.S. Child basser and US Fauth Social and saving monitorship as to their stratilisms with it. Beside mutanish that express individuals in knowledge and make them available to reambening by 2014.	play and recreational play to increase the level of industries of the USEP State Seasor Corrishon by 100 per names through 2004. PROVIDERAL SPROVENHIETO ALLOSSO SCHOMOCARO JUDIAN LIFEUPSAND SOST DIR.	REPORT PRODUME TO CHARACT THE INTERCHARACT, AND ADMINISTRATION OF REPORT PRODUCES AND ADMINISTRATION OF THE CHARACTER AND ADMINISTRATION O
ESS, NYS, LIS, Colo Sensor and SS Trach Social and savely nembership as to their bensionly with it. Ferminary with it. Ferminary with it. Franchis mention that septical individual knowledge and male them well-tide to semidensity by 2018. PALICIAES, SEPTICE AND TEXABLERICE PALICIAES, SEPTICE AND TEXABLERICE	play and screational play to increase the level of adaption of the 10th trace Season Curriculum by 10th per armon through 20th. PROADERS/EASING PROFESSIONAL ADDRESS EXTRACE ADDRESS INCOMESSIONAL SERVICE BESIDED OF THE TOTAL TOTAL ADDRESS BESIDED OF THE TOTAL TOTAL ADDRESS BESIDED OF THE TOTAL TOTAL ADDRESS.	REFER PRODUCT TO CHARGE THE INFOCUTION, DELICIONED CAND INVESTIGATED AND INVESTIGATION OF THE INFOCUTION OF THE INFOCUTI
ESS, NYS, LIS, Colo Sensor and SS Trach Social and savely nembership as to their bensionly with it. Ferminary with it. Ferminary with it. Franchis mention that septical individual knowledge and male them well-tide to semidensity by 2018. PALICIAES, SEPTICE AND TEXABLERICE PALICIAES, SEPTICE AND TEXABLERICE	play and recreational play to increase the level of industries of the USEP State Seasor Corrishon by 100 per names through 2004. PROVIDERAL SPROVENHIETO ALLOSSO SCHOMOCARO JUDIAN LIFEUPSAND SOST DIR.	REFERENCE TO CONNECTE INFORMATION, SELECTION OF REFERENCE AND ANNOUNCE OF REFERENCE OF REPORT OF REPORT OF REFERENCE OF REPORT OF REPORT OF REFERENCE OF REPORT OF REPOR
IDIA, NYL, LIL, Challanser and SI Yearh Scott and among mentionally as to their territory with it. The property institutional scottings and make them usuabilities to remotenting to 2014. ASSURE, SEPON AND RESIDENCY AMONG MATCHING MEDICALIZATION.	ples and recreational ples to increase facilities of inspired in Part Thomas State of Analysis of the US Thomas State of Contribution by 2019 per announcement formally 2016. PROJECTION OF PROPERTY OF AN ANNOUNCE OF AN ANNOUNCE OF AN ANNOUNCE OF AN ANNUAL PROPERTY OF AN AN ANNUAL PROPERTY AND CONTRIBUTIONS AND AN AN ANNUAL PROPERTY AND CONTRIBUTIONS AND AN ANALYSIS AND ANALYSIS	Rever Process to de execut-se senticionolos, sea, obracinente, seo seneciones de executivos de la considera de desente del mante entre de la consentia desente colores de decentra 10 de en resistante el present del present desante en repeting de la ceu-altre diserse anti importante con el condiccio delener costa de la seco-
DIA, NYI, Liu. Chin become and Lit Fresh Social and several membership as to their hamiltoring with a support individual southering and make them available to established and make them available to established and make them available to control to STOM. And TRUMBEROOT CARRISON, SPOOT AND TRUMBEROOT CARRISON, SPOOT AND TRUMBEROOT CARRISON, SPOOT AND TRUMBEROOT.	ples and recreational plans to increase the level of solution of the 100° hand hand to the 100° hand hand of solution of the 100° hand hand hand to the 100° hand hand hand to 100° hand hand hand hand hand hand hand hand	Personal Procurses to development, And Activation for the procurse of the Activation of the procurse of the Personal feature of the technical that the procurse of development of the Personal Personal programment of the Land Annual Personal (See Annual Personal Personal Personal (See Annual Personal Personal (See Annual Personal Personal (See Annual Personal (See Annual (See Annual (See Annual (See Annual (See Annual (See Annual
DIS, NY, LIC Challence and Ki Fault Scott and immensionable as to their standard with a company individual standard and make their sealable to remain amount by 2014. ACLINIC, SEPOY AND REMINISTRATION CHARLES AND A SERVICE OF THE SERVICES AND CHARLES AND A SERVICE OF THE SERVICES AND CHARLES AND A SERVICE OF THE SERVICES AND A SERVICE	ple and recreational glass solveness frollings of electric of the 1000 hold legal 2004. Certifiahm by 200 per annum francip 2004. PRODUCTION TO AND CERTIFIED TO ALLEGOD COSTONIO CONTROL OFFICIAL SOLVEN INSURED SERVICE PROPERTY AND CERTIFIED AND CERT	Personal Processor To Consension, AND INSTITUTION OF A CONTROLLAR OF A CONTRO
DIS, NY, LIL Childrane and NY make boars and immy methodnik as to their familiers with it. The same production of the state of the same production of speaking and make them available to remoleculity by DIS CHILDRANE, SUPPORT AND PROBABILISTIC CHINESIS SUPPORT AND PROBABILISTICS CHINESIS SUPPORT AND PROBABILISTICS AND PROBABILISTICS OF THE SUPPORT AND PROBABILISTICS AND PROBABILISTICS OF THE SUPPORT AND PROBABILISTICS AND SUPPORT AND PROBABILISTICS OF THE SUPPORT AND PROBABILISTICS OF TH	play and increasional plays increase the level of shaping and the 20th Years States Controlled by 200 per some finings 2016. PRODUCED LEARS CONTROLLED STATES AND ADDRESS AN	Personal Processor To Consension, AND INSTITUTION OF A CONTROLLAR OF A CONTRO
SIGN, NY, SIG. Child house and UT hanh control and immy membership as in their sharilary wide it. The baseling membership and their sharilary wide it. Sharilary membership and membership and membership and membership and membership and produced membership and membership and produced membership and "AGLISMS, SEMON AND EXCELLABORATION CONTROLLABORATION AND AND Excellent and the semon and excellent produced and excellent and membership and produced and and and an applications and semonations and controllaboration and semonations and controllaboration and semonations and controllaboration and semonations and controllaboration and semonations and semonations and semonations are semonations and semonations and semonations are semonations and semonations and semonations are semonations and semonations and semonations are semonations are semonations are semonations and semonations are semonations are semonations and semonations are semonations are semonations are semonations are semonations and semonations are semonations are semonations are semonations are semonations are semonations are semonations are semonations are semonations are semonations semonations semonations semonations semonations semo	ple and recreational glass solveness frollings of electric of the 1000 hold legal 2004. Certifiahm by 200 per annum francip 2004. PRODUCTION TO AND CERTIFIED TO ALLEGOD COSTONIO CONTROL OFFICIAL SOLVEN INSURED SERVICE PROPERTY AND CERTIFIED AND CERT	RIVER PROJECT TO SHARED AND ADDRESS. ADDRESS. AND ADDRESS. AND ADDRESS. AND ADDRESS. AND ADDRESS. AND ADDRESS. ADDRES
ISM, NY, LE, Challeaser and NY mash Copics and surroundership is an index familiary said it. Evaluate meaning that argume institutional learning said in the copics of the copics of terminaries in the copics of the copics of terminaries in the copics of the copics of the terminaries in the copics of the copics of the American Copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the copics of the said copics of the copics of the copics of the copics of the copics of the copics of the copics of the copics of the copics of	sity and exceptional playing interested for children's and children's and the COPT hand because Controlled by 200 gas are similar to 200	RIVER PROJECT TO SHARED THE INCOMENDATION, SHE CONTROLLED THE ANALYSIS OF CHEROLOGY AND ANALYSIS OF ANALYSIS OF CHEROLOGY AND ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF CHEROLOGY ANALYSIS OF ANALYSIS OF ANALYSIS OF ANA
INFA NY, I.S. Call have and I.S. Yanda- boson reliciousy necessity in the first familiesy with X. Facility much that is appear industrianal topologies and main term available to involving and main term available to involving and main term available to involving and main available to involve the property of the property of the Commentary of the Commental Section (Commentary Opposition Main Academy of the Commentary of the Commental Section proclambing and property of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the proclambing and the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the commentary of the Commentary of the Commentary of the Commentary of the commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of th	play and exceptional plays in the control and of selection of the COST Numb Season. PROCESSING AND SEASON AS THE COST NUMB SEASON AS THE PROCESSING AND SEASON AS THE COST NUMB SEASON AS THE COST NU	RIVER PROJECT TO SHARED THE INCOMENDATION, SHE CONTROLLED THE ANALYSIS OF CHEROLOGY AND ANALYSIS OF ANALYSIS OF CHEROLOGY AND ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF ANALYSIS OF CHEROLOGY ANALYSIS OF ANALYSIS OF ANALYSIS OF ANA
INFA NYL, St. Cubi seez and ST. Yando- toon referency received in the re- turning with it. The second members with it is a second or technique with it. The second members with it is a technique with it is a technique with it is a technique with it is a technique with it is a TALLING STATE OF THE TECHNIQUE WITH THE STATE	planed movember days in increase featured of subject of the CVST Text Disc Seaso Contracts by 30% per memor from 20%. PROMODIFICATION PROVIDED TEXT SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON AND SEASON SEASON SEASON SEASON SEASON CONTRACTOR SEASON SEASON SEASON SEASON CONTRACTOR SEASON SEASON SEASON SEASON SEASON CONTRACTOR SEASON SEASON SEASON SEASON SEASON CONTRACTOR SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASON SEASO	Person Frouters To describe Responsible, and and annual responsible Averages of respection responsible facilities before to 120 are an quarter states and responsible and the states and responsible control of the states and responsible for an annual responsible for an annual responsibilities and program to responsibilities and the state of the state of the program to responsibilities and the state of the program to the program to program to progr
INFA NY, I.S. Call have and I.S. Yanda- boson reliciousy necessity in the first familiesy with X. Facility much that is appear industrianal topologies and main term available to involving and main term available to involving and main term available to involving and main available to involve the property of the property of the Commentary of the Commental Section (Commentary Opposition Main Academy of the Commentary of the Commental Section proclambing and property of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the proclambing and the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the Commentary of the Commentary of the proclambing and the Commentary of the commentary of the Commentary of the Commentary of the Commentary of the commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of the Commentary of th	planed monotonical plane in locate the local of adulted and her 2012 hands bears of control of adulted and her 2012 hands bears controlled by 2012 hands bears controlled by 2012 hands bears of controlled by 2012 hands bears of controlled by 2012 hands by	Resel Founds to General Telescope Services of PERSEGNA (EDIT PLANE) AND New Control of PERSEGNA (EDIT PLANE) And New Control of PERSEGNA (EDIT PLANE) And Services (EDIT PLANE) And SERVICES (EDIT PLANE) And Services (EDIT PLANE) And SERVICES (EDIT PLANE) And Services (EDIT PLANE) And SERVICES (EDIT PLANE) And SERVICES (EDIT PLANE) AND S
IGN, NYL, S.C. Out lower and S.Y. Washington and improved property of the Control	pla and execution day to increase finite of a displant of the CVET Name States. Post Confidence of the CVET Name	Firetai Fourier Connect Con- traction of the Contract Con- traction of Firetain Contract Con- traction of Firetain Contract Con- traction of the Contract Contract Con- traction Contract Contract Contract Con- traction Contract Contract Contract Con- traction Contract Contract Contract Con- parison to Contract Contract Contract Con- parison Contract Contract Contract Con- tract Contract Contract Contract Con- parison Contract Contract Contract Con- tract Contract Contract Contract Contract Contract Contract Con- tract Contract Con
IGA SYLL S. Cult have and S.Y swin. John SYLL S. Cult have and S.Y swin. John S. Service and S	ple and extractional play in increase finite of a finite play and extractional play (in Finite State S	FIRST POLICY TO CHARGE TO THE PROPERTY OF THE
DAS, NYL SI, Club lesser and ST Variable Scene and immany investments and section of the familiary and St. A compared to the familiary and familiary fami	plan of constraint along in increase of circular of an individual of the CVID Transit States of the CV	FIRE PLOUDE TO HOST TO A MANUAL TO A MANUA
TO A WILL SE CONTROLLED AND THE PROPERTY OF TH	planed reconstruction days in increase the lower of adjusted and the CEST Transit States. Proceedings of the CEST Transit States or the CEST Transit States	FIRST POLICY TO CHARGE TO THE PROPERTY OF THE
THE ANN AS A CONTROL OF THE AS A CONTROL OF THE ANN AS A CONTROL OF THE ASSA AS A	planed constraints of the history of the control of	FIRE PLOUDE TO HOST TO
10A, NYL S.C. Och have not ST hands been required an electric part of the transport of the second part of the least part of the least part of least part of leas	sign of normalization in construction of a const	FIRE PLOUDE TO HOST TO
THE ANY AS A CONTROLLED AND A CONTROLLED	in the orientation of the control of	FIRE PLOUDE TO HOST TO
THE ATT IS A CONTROL OF A CONTROL OF A THE ATT IS A CONTROL OF A THE A	sign of networks day not come for the con- clusion of the control of the control of the con- trol of the con- t	FIRE PLOUDE TO HOST TO
THE ATT IS A CONTRICT OF THE ATT IS A CONTRICT	in the orientation of the control of	FIRE PLOUDE TO HOST TO
THE ANY AS A CONTROLLED AN	In the contract of the contrac	Private Process Content State Accounts of the Private State Accoun
THE AND ADDITIONS OF THE ADDITIONS OF TH	sign of new contract days in the contract of t	Private Process Content State Accounts of the Private State Accoun
THE ANY AS A CONTROLLED AN	In the contract of the contrac	Private Process Content State Accounts of the Private State Accoun

VISION

SYSA demonstrates development of the child and family through participation in sport, inclusion, ethical integrity and collaboration between clubs and partner organizations to be a leader amongst youth soccer programs operating within a major urban environment.

MISSION

SYSA, a volunteer organization, exists to enable children and families in the Cities of Seattle and Shoreline to participate in the sport of soccer. Through these opportunities youth are able to experience the joy of learning to play soccer at a level of competitiveness that satisfies their personal developmental level and goals.

SYSA comprises 15 member clubs and creates opportunities for every child that wants to player soccer and for families who wish to contribute their ideas and energies as a means to support and evolve our programs such that our members develop a lifelong passion and respect for the game of soccer.

A STRATEGY - 2012 - 2016

Offer affordable opportunities for youth to participate in soccer while maintaining the financial viability of all member clubs.

- Develop an 'opt-in' model of sponsorship for player jerseys to realize between \$10 and \$15 per player and implement beginning in fall 2012.
- Plan and implement an 'opt-in' common uniform and purchasing agreement to contain overall uniform and equipment cost increase per player to no more than 5% per annum.

Increase the quantity, quality, and efficient use of practice and playing field venues for our members.

- Create an Association fields development plan to increase access to available field space, increase efficiencies of use of current field space and identifies opportunities for collaboration with other sports organizations.
- Develop support by Member Clubs and the Association for ongoing work by public and private field developers, new projects and yet to be developed opportunities to reach a target of raising access by the equivalent of one new soccer field every 2 years.
- Implement a 'continuous improvement' approach to the Fields Task
 Force Practice Fields Allocation System identifying key areas of
 improvement and adopting changes to the system to lower
 complaints from coaches and Clubs by 50% by 2014.

Grow and strengthen Recreational Leagues AS A WAY TO CONTINUALLY IMPROVE THE EXPERIENCE AND RETENTION OF RECREATIONAL PLAYERS AT ALL AGE GROUPS.

- Be open to exploring new ways of establishing rules of competition with the goal to reduce by 20% the current levels of departure from member clubs of players for whom current practices result in difficulties in participation and of high school age players.
- Create opportunities for retention of players for whom advanced play is no longer a preferred option to reduced loss of membership by 20% from current levels
- Explore opportunities for retention of high school age players to increase current levels of participation in the U15 – U19 age group by 10% per annum through 2016.

Demonstrate our appreciation for the energies and commitment of our volunteers by providing them the tools to be successful.

- Develop descriptions of volunteer roles and responsibilities and deliver them as part of volunteer education in 'all-parent' meetings to raise volunteer recruitment levels by 10%.
- Develop and implement a model of 'succession planning' for volunteer roles within Clubs and at SYSA to reduce unfilled vacancies to no more than 1 position per year.
- Increase the level of exposure to the ways in which we currently recognize of volunteers and raise the number of ways we recognize volunteers.

Create stronger partnerships between member clubs, the association, and WASHINGTON YOUTH SOCCER.

 Develop an organizational roadmap that describes the roles, responsibilities and relationships of and between Member Clubs,

- SYSA, WYS, U.S. Club Soccer and US Youth Soccer and survey membership as to their familiarity with it.
- Develop materials that capture institutional knowledge and make them available to membership by 2014.

Facilitate, support and troubleshoot administrative procedures for member clubs.

- Establish a series of recommended best practices for non-profit organizations and review current Club Bylaws, Articles of incorporation and Conflict of Interest Policies available to all Clubs with the goal of improving efficiencies amongst Clubs.
- Implement a Spring Soccer Registration model that serves families better by involving clubs more.

Develop our coaches as player educators, role models and facilitators via delivery of innovative coach education programs.

- Develop a set of fitness components for coaches of recreational players and see adoption of 25% by 2015.
- Make coach resources materials available at individual Club websites available to every Club by Fall 2012.
- Develop a component of recreational coach education materials that allows us to raise efficiencies of use of space for recreational teams to raise player density levels by 10%.
- Sustain the collaboration between advanced play and recreational play to increase the level of adoption of the USSF Youth Soccer Curriculum by 10% per annum through 2016.

Provide equitable opportunities to all socio- economic and cultural groups amongst our MEMBERSHIP BY PROACTIVE FINANCIAL SUPPORT AND OUTREACH PROGRAMS.

- Create a financial support mechanism to sustain increased levels of enrolment within those SYSA Clubs with large percentages of families with children receiving free and reduce lunch.
- Sustain and expand the 'Soccer in Schools' program to raise membership in SYSA to similar percentages of the school-age population in every SYSA Club.
- Raise participation in SYSA programs to a similar percentage of the school-age population from all ethnicities defined by the U.S.
 Census Bureau.
- Develop on the ground support systems such as after-school transport to increase participation in SYSA programs by 5% per annum.

Deliver an advanced play program that collaborates with all clubs to better achieve player and coach development.

 Review and communicate the model and role of the SYSA advanced play program within the association

Work with the local chapters of the USSF Referee Program to enhance the participation, skill development, and advancement of referees in the Seattle area

 Reduce referee turnover that is caused by abusive sideline behavior by 10% per annum by development of parent education materials regarding the Laws of the Game and improved Code of Conduct delivery across the Association. Grow the current funding of the SSRA mentoring program to increase the number of upgrades from Grade 8 to 7 by 20% for referees aged 17 and older.

Ensure that SYSA's core values permeate throughout every level of our community.

- Develop a statement of core values for SYSA and communicate those values to our current and prospective membership.
- Formulate a model of best practices in delivery of youth soccer programs.