



GLACIER PEAK YOUTH FOOTBALL ASSOCIATION BYLAWS

- Revised – February 14, 2023
- Revised – January 12, 2018
- Revised – January 24, 2017
- Revised – February 12, 2014
- Revised – January 7, 2013
- Adopted – December 17, 2012

Article 1. Name and Office

- 1.1. The name of the organization is Glacier Peak Youth Football Association (GPYFA)
 - A. The principle office of the corporation shall be Snohomish Washington at such place or places as the association “Executive Board” may from time to time determine.

Article 2. Purpose/ Mission Statement

- 2.1. The purpose of the organization is to administer a fall youth tackle football program for the children residing within the Snohomish School District in accordance with the rules and regulations of the North Sound Junior Football League (NSJFL) and local rules authorized thereby.
- 2.2. Mission Statement: Our Goal is to teach Glacier Peak Youth teamwork, sportsmanship, safety, and commitment through the sport of Football! We are committed to teaching the style, technique and philosophy of the Glacier Peak High School coaching staff. This commitment allows for consistent development and a more seamless transition from youth football to the high school level.

Article 3. Non-Profit Operation

- 3.1. The GPYFA is a non-profit organization. It is intended that this organization shall have the status of an organization that is exempt from Federal income taxation under Section 501(a) of the Internal Revenue Code as an organization described in Section 501(c) (3) of the Internal Revenue Code. These By-Laws shall be construed accordingly and all powers and activities of the organization shall be limited accordingly. The organization shall not carry on propaganda or otherwise attempt to influence legislation to such extent under Section 501(c) (3) of the Internal Revenue Code. No activity of the organization shall consist of participating or intervening in (including the publishing or distributing of statements) any political campaign on behalf of, or opposition to, any candidate for public office.
 - A. No part of the net earnings of the organization shall inure to the benefit of or be distributed to its members, officers, or private individuals. The organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions to further the purpose of the organization. No Board Member may solicit funds in the name of The GPYFA unless all funds so raised are deposited directly into the Associations’ common bank account.

- B. Upon dissolution of the organization, the Executive Board shall, after paying or making provisions for payment of all the liabilities of the organization, distribute all of the assets of the organization exclusively for charitable, educational or scientific purposes to such “qualified” organization as the Executive Board shall determine. The organization shall be deemed to be a “qualified” organization, for purposes of these By-Laws, only if at the time of the distribution of such assets it is operated exclusively for the purposes described in Sections 170(c) (2) (b) and 501(c) (3) of the Internal Revenue Code.

Article 4. Membership

4.1. GPYFA membership is afforded annually from January 1 to December 31. Everyone serving in elected or volunteer capacity of any kind will complete a WSP background check form to be forwarded to the Washington State Patrol for a records check. Any background issues will be addressed and ultimately the decision will be made by the Executive Board.

- A. Executive Board Officers are defined by the positions listed below and are “regular members” of the board that allows one voting privilege per person, not per position or positions held.

| | |
|-----------------------|-----|
| i. President | 6.1 |
| ii. Vice President | 6.2 |
| iii. Secretary | 6.3 |
| iv. Treasurer | 6.4 |
| v. Registrar | 6.5 |
| vi. Equipment Manager | 6.6 |

Secretary and registrar may be combined to a single positions as needed based on available volunteers.

- B. Associate Members hold special voting privileges as directed by the Executive Board. Associate Members will participate in the election of the Executive Board and associate board members must attend a minimum of 3 board meetings to be eligible for voting on executive board positions.

- C. The Associate positions support GPYFA in the areas of financial and morale operations. All positions are appointed by the Executive Board Members for a term of one (1) year. All must be confirmed by a majority vote of the Executive Board. Refer to Article VIII.

| | |
|--|------|
| i. Fundraising Coordinator | 7.1 |
| ii. GPYFA Player Representative | 7.2 |
| iii. Concession Manager | 7.3 |
| iv. Safety Coordinator | 7.4 |
| v. Merchandise/Spirit Wear Coordinator | 7.5 |
| vi. President, GPY Cheer | 7.6 |
| vii. GPYFA Coaches Representative | 7.7 |
| viii. Head Coaches | 7.8 |
| ix. Social Media Coordinator | 7.9 |
| x. Volunteer Coordinator | 7.10 |

- D. “Honorary Members” are all GPYFA supporters including parents, guardians and sponsors. Honorary Members have no voting privileges. All Honorary Members have the right to nominate candidates for Executive Board positions.
- E. Membership may be terminated by resignation or action of the Executive Board. The Executive Board, by simple majority vote of those present at a duly constituted meeting, shall have the authority to discipline, suspend or terminate the membership of any member, of any class, for good cause. Prior to any discipline or involuntary termination of board membership the board member shall be notified in writing of the time and place of the meeting at which any discipline or termination of their membership shall be addressed. The member will be given an opportunity to be heard before action against the member shall be taken.
- F. All Executive Board Members and Associate Members are required to attend scheduled meetings. Any board member will forfeit their position if they miss three (3) consecutive duly constituted meetings. The Executive Board will view medical and/or personal issues on a case-by-case basis. Failure to attend a minimum of 80% of all meetings during the calendar year will result in immediate removal from the Executive Board at the end of that calendar year, without the option to be nominated for any Executive Board position for the following term.

Article 5. Executive Board

- 5.1. The affairs of the GPYFA shall be managed by its Executive Board except as specifically set forth in these By-Laws, references to the “Board” shall mean the GPYFA Executive Board. All operations of GPYFA including Coaches, Athletes, Parents, Sponsors and volunteers are governed by the Executive Board. Any and all decisions made are final and may not be appealed.
 - A. Members of the Executive Board shall serve a minimum two (2) year term, unless fulfilling an empty position in which length will last until the end of the remaining term. No term limits shall apply to any Executive Board member. Executive Board members may run for open positions in the Executive Board before the end of their term.
 - i. Elected at the end of odd-year seasons: President, Secretary, Treasurer
 - ii. Elected at the end of even-year seasons: Vice President, Registrar, Equipment Manager
 - B. President of the Board may occupy the position of head coach of any team affiliated with the GPYFA; however, it is NOT recommended. If there is more than one candidate vying for President, this issue should be heavily weighted i.e. preference given to candidate who will NOT be coaching.
 - C. The President of the Board will cast the deciding vote in the case of an even vote by the Executive Board and/or any instance where there is no majority decision by the Executive Board.
 - D. The Executive Board shall confirm the nominations of Associate Members with a simple majority vote.
 - E. The Executive Board shall manage the overall business operations of the league, including but not limited to, Association planning and organization policy, public relations, finance and budgeting. The board shall also have specific authority as set forth in these By-Laws.

- F. Of the 6 elected Executive Board positions, terms which have expired or stand vacant will be open for nomination by the Executive Board Members first. If no nominations are forwarded then Associate Members or Honorary Members may bring forward their nominations for the said position at the next GPYFA Board meeting. The Executive Board may vote on and fill vacant positions at any time that occur during the year. These elected Officers shall serve the remainder of the term. Terms that expire will have the voting take place during the GPYFA post-season organizational meeting of Executive Board Members. All new terms begin January 1 of the following year.
- G. If at any time members of the Executive and/or Associate Board are related in any way (married, siblings, etc....), this may at times require impartial intervention by all other Board Members for compliance purposes.

Article 6. Officers and Duties

6.1. President

- A. Preside over all meetings of the Executive Board. Also, all meetings both regular and special of all members.
- B. To serve as the Chief Executive Officer in the name of the Association by executing contracts, policies and decisions as directed and approved by the GPYFA Executive Board.
- C. To investigate and take decisive action on complaints, irregularities and grievances and give a report to the Executive Board.
- D. Promote community relations by attending municipal and county meetings and meetings of Snohomish community clubs and organizations. Present the image of GPYFA to sponsors and encourage donations.
- E. Pay GPYFA bills with the Treasurer and Secretary as authorized by the Executive Board. See article 10 B.
- F. The President shall only have an effective vote when the Executive Board is unable to determine a majority decision or any case supported by Roberts Rules.
- G. Perform deposits of all monies, keeping all receipts and records for the Treasurer to file.
- H. Responsible for obtaining Corporate Sponsorships and assisting with fundraising for all GPYFA subsidiary programs and events.
- I. Support and comply with GPYFA By-Laws and policies and mission statement.
- J. Act as N.S.J.F.L. League Representative
 - i. Act as liaison between GPYFA and NSJFL.
 - ii. Responsible for general supervision in compliance with policies, rules and regulations of both organizations. Work closely with GPYFA League Representative.
 - iii. Attend all Board of Directors meetings as a representative of GPYFA for the NSJFL and report back to the Executive Board all happenings and decisions of meetings.
 - iv. Chair the annual Coaches meeting to explain every aspect of all rules and regulations for any event in NSJFL.
 - v. Responsible for voting in accordance with the direction of the Executive Board.
 - vi. Support and comply with GPYFA By-Laws and policies and mission statement.

6.2. Vice President

- A. Serve as President in the absence of the President.
- B. Supervise and be a part of GPYFA support committees.
- C. Perform all duties as assigned by the President.
- D. Perform Criminal History Background checks on all persons that GPYFA deems appropriate for the duties that person will perform. This will include, but not limited to, all Coaches and Executive Board members.
- E. Establish and maintain a relationship to Glacier Peak High School Coaching Staff
- F. Engagement of Glacier Peak High School Coaching Staff to conduct interviews for Head Coach Positions.
- G. In charge of coordinating and organizing coaches selection committee, Playbook organization and/or competition coordination, Coaches training (drills, etc.) and the like.
- H. Support and comply with GPYFA By-Laws and policies and mission statement.
- I. Help with fundraising for all GPYFA subsidiary programs and events.
- J. Act as the liaison with the school district to coordinate and schedule fields for games, practices, jamboree, and any additional League events.

6.3. Secretary

- A. Provide the agenda and recording minutes of all meetings and maintain all GPYFA files.
- B. Refer special payment cases to the GPYFA Treasurer.
- C. Perform other duties as are customarily incident to the office of Secretary and as may be assigned by the Executive Board.
- D. Work with Social Media Coordinator in providing GPYFA information for website and social media outlets.
- E. Support and comply with GPYFA By-Laws and policies and mission statement.
- F. Serve as main communication hub between Executive Board, Associate Board, and Honorary Members.

6.4. Treasurer

- A. Be the Chief Financial Officer for GPYFA and manage all areas of finance and bookkeeping.
- B. Maintain, in writing, and in accordance with good bookkeeping, detailed financial records of the Association.
- C. Establish a bank account in a local bank. All GPYFA accounts will have the name of the President and the Treasurer on them.
- D. Provide a current financial report at every other scheduled Board meeting including a current cash flow report. Provide current year's budget and projects. Provide detailed reports for each fundraiser and percentage of profits associated with each.
- E. Prepare annual report in cooperation with the GPYFA President.

- F. Obtain insurance and handle all claims
- G. Audit fundraising and concession operations as well as all financial dealings of GPYFA
- H. Support and comply with GPYFA By-Laws and policies and mission statement.

6.5. Registrar

- A. Overall responsibility to maintain a current and accurate record of all GPYFA Players
- B. Shall have all of the powers and duties that may be prescribed by the Board of Directors including but not limited to:
 - i. Maintain past and current membership database
 - ii. Register players
 - iii. Communication and Announcements to all members in regards to registration dates, times, and locations (including online registration)

6.6. Equipment Manager

- A. Point person for all aspects of GPYFA Equipment. Maintain and inspect all equipment inventories of GPYFA and provide a detailed report including values to the President for the Annual post-season meeting.
- B. Keep written records of GPYFA equipment inventories.
- C. Responsible for care and storage of all GPYFA equipment.
- D. Work in cooperation with the Head Coaches for issue and return of equipment and handle delinquent or partial equipment returns.
- E. GPYFA President and Equipment Coordinators should be only ones with keys.
- F. Submit requests to the Executive Board for replacement and additional equipment purchases as needed.
- G. Assess all equipment needs for each team in all GPYFA divisions.
- H. Work with President to select prospective sports equipment vendors to supply GPYFA equipment.
- I. Support and comply with GPYFA By-Laws and policies and mission statement.
- J. Apply for any applicable grants.

Article 7. Duties of Associate Members

7.1. Fundraising Coordinator

- A. Responsible for applying for any applicable grants each year.
- B. Collaborate with the GPYFA Board to ensure enough funding to support Grizzly program.
- C. Ensure that all coaches have provided required team sponsorships.

- D. Supervise all Fundraising operations and develop ideas and implementations of programs. Responsible for handling of all monies generated working closely with the President, Vice President and Treasurer.
- E. Request assistance as necessary from the Treasurer, President and Vice President for accounting of fundraising expenses, income and payments.
- F. Conduct Fundraising meetings with the Honorary Members and all sponsors.
- G. Submit a list of Fundraising ideas to the Executive Board and expedite the approved plans.
- H. Work to achieve adequate funding for purchase of Fundraising items. Submit reports of all expenses and sales income to the Treasurer within 72 hours of any GPYFA event.
- I. Purchase all Fundraising items and establish a selling price list as to ensure reasonable profit.
- J. Responsible for ordering and distribution of company sponsorship plaques.
- K. Support and comply with GPYFA By-Laws and policies and mission statement.

7.2. GPYFA Players Representative

- A. To act as a liaison between the GPYFA Players, parents and/or guardians, to the GPYFA Board.
- B. Attend League games and GPYFA practices to oversee compliance and settle grievances as needed.
- C. Support and comply with GPYFA By-Laws and policies and mission statement.
- D. Attend any player "draft" sessions as required, to help mediate any coach's conflicts.

7.3. Concession Representative

- A. Supervise all Concession operations working with Concession Liaison and develop ideas and implementations of programs. Responsible for handling of all monies generated working closely with the Treasurer.
- B. Request assistance as necessary from the Treasurer for accounting of fundraising expenses, income and payments.
- C. Conduct Concession meetings with Concession Liaison, Honorary Members and all sponsors.
- D. Submit a list of Concession ideas to the Executive Board and expedite the approved plans.
- E. Ensure that all concessions are open at all home games.
- F. Develop a schedule to provide adequate manning of the concession stand during all home games.
- G. Work to achieve adequate funding for purchase of concession items. Submit reports of all expenses and sales income to the Treasurer within 72 hours of any GPYFA event.
- H. Purchase all concession items and establish a selling price list as to ensure reasonable profit.
- I. Ensure cleanliness of the operation and concessions staff obtain and/or possess food handler's permits.
- J. Responsible for scheduling, maintenance, insurance, licensing of the concessions trailer.
- K. Support and comply with GPYFA By-Laws and policies and mission statement

7.4. Safety Coordinator

- A. Work with Equipment Manager in purchasing and maintaining all safety products and first aid kits for GPYFA
- B. Develop and maintain applicable safety programs for all teams within the GPYFA
- C. Attend practices to oversee compliance regarding the safety of players when applicable.
- D. Verify all necessary First Aid training is up to date for all coaches in GPYFA
- E. If qualified for CPR and First Aid Training, develop and implement program for all coaches to attend and attain their certifications.
- F. Support and comply with GPYFA By-Laws and policies and mission statement and mission statement.

7.5. Merchandise/Spirit Wear Coordinator

- A. Responsible for official league apparel for sale to general public, bringing to The GPYFA Board, items suggested for distribution, prior to usage. Representative must select style, colors and logo design, follow production to a finish, distribute, collect funds, and track profitable sales. Funds must be handed to Treasurer, in a timely manner.
- B. Representative must determine logo design/verification and usage, within GPYFA logo standards. Design forms/flyers for Spirit wear Sales and District distribution.
- C. Spirit wear is a liaison for schools and other sports participation, coordinating events within District that will generate add 'l insight about GPYFA. Send out flyers within District, give Ad's to Schools for Programs/Posters, generating "noise" within District boundaries.
- D. Coordinate sales in the best interest for GPYFA profits. Representative must show presence, all season –for Spirit wear, showing merchandise (i.e. -at a couple games & practices, gear handout, picture day, and camp).
- E. Being that this is a seasonal sport, once the season has started, representative must work with 2-3 week timeline to produce product in a timely manner. Numerous orders WILL BE placed, throughout a season.
- F. Work with The GPYFA Board/Coaches/Team Mom's for unique items to verifying unity.
- G. Representative must work with approved vendors who are safety compliant, carry documentation and production standards.

7.6. Cheer Representative

- A. Two representatives (one vote) as associate members on the GPYFA Board.
- B. Responsible for handling cheer coach applications once approved through GPYFA background check.
- C. Responsible for organizing cheerleading fitting, purchase, and distribution of uniforms.
- D. Will submit all expenses, receipts, and financial reports to GPYFA treasurer in a timely manner.
- E. Responsible for cheer coach training in compliance with the GPYFA Coaches Policy handbook and Cheerleader safety.

- F. Responsible for collection and retention of cheerleader concussion form, cheerleader conduct form, and parent conduct form.
- G. Responsible to coordinate volunteers for concession stand and assign cheer squad “mom”.
- H. Assign an individual for fundraising and spirit wear.
- I. Responsible for organizing community outreach projects.
- J. Responsible for organizing cheerleader practice and game attendance.

7.7. GPYFA Coaches Representative

- A. Point person for all Grizzly coaches. To act as a liaison between the Coaches, Players and their parents or guardians, to the Executive Board and between all parties.
- B. Attend League games and practices to oversee compliance and settle grievances.
- C. Assist in the semi-annual equipment inspections and inventories to represent player interests.
- D. Support and comply with GPYFA By-Laws and policies and mission statement.
- E. Appoint enough help to get all coaches represented.
- F. Work with the GPYFA Coaches if there are any League or team issues
- G. Inform the GPYFA Coaches of all the draft rules and oversee the draft.
- H. Co-Chair the annual Coaches meeting with the Vice President
- I. Attend any player “draft” sessions as required, to help mediate any coach’s conflicts.
- J. Strongly encouraged to not be a Head coach due to the conflict of interest and scope of responsibilities associated with this position.
- K. Schedule Field Supervisors for all home games.

7.8. Head Coaches

- A. All coaches are to abide the procedures set forth in the GPYFA Coaches Policies Handbook.
- B. Assist in the semi-annual equipment inspections and inventories to represent player interests.
- C. Assist in the annual Coaches meeting with the League Representative.
- D. Support and comply with GPYFA By-Laws and policies and mission statement.
- E. In addition to completing the Heads-Up Curriculum and Concussion Class, all Head and Coaches must obtain USA Coaching Certification. We strongly encourage Assistant Coaches to complete this as well.
- F. GPYFA Board will reimburse all coaches the cost of completing the USA Certification once proof of certification is submitted and approved.

7.9. Social Media Coordinator

- A. Prior to the season, facilitate and encourage registrations through social media platforms.
- B. During the season, post regularly to social media to facilitate support for teams.

7.10. Volunteer Coordinator

- A. Coordinate and train a field supervisor for each team during home games.
- B. Work with Glacier Peak High School to coordinate student volunteers for concessions or other needs.
- C. Ensure each team has a team parent.
- D. Organize parent volunteers for concessions, chain gang, and other needs.
- E. Ensure all volunteers age 18+ are background checked.

Article 8. Meetings

- 8.1. Unless the Executive Board adopts other procedures, Robert's Rules of Order shall govern the proceedings of all GPYFA meetings.
 - A. GPYFA will hold an Executive Board meeting on the first Tuesday of each month or as agreed to. Other Executive Board meetings will be held at the discretion of the current presiding President of GPYFA.
 - i. Reasonable attempts should be made to accommodate remote meeting attendance.
 - B. Written notice of all meetings and a copy of the agenda shall be provided to each Board Member prior to each meeting. The Secretary shall call, text, email, or otherwise notify all Members.
 - C. For business transactions to be conducted and for motions to pass, a quorum of at least a majority of Executive Board members must be present at any regular or special board meeting. No proxies are permitted.
 - D. A simple majority vote of Executive Board members is required to pass motions presented to the board.
 - E. All GPYFA Coaches shall attend a mandatory pre-season meeting to define coaching policies, review NSJFL and GPYFA rules and discuss the desired goals for the upcoming season.
 - F. At the end of season meeting, the Associate board will vote in the open Executive Board positions. The following January meeting the Executive Board will appoint a "new" associate members.
 - i. To be nominated for an Executive Board position, an individual shall have served as a member of the Board in the current year. If there are no nominations from the Board, then Executive Board positions are open to any individual.
 - ii. Nominees may accept nominations for a single Executive Board position only, and must provide notice of acceptance to the President or Secretary at least one week prior to the election meeting.
 - iii. Nominees do not need to be present at the election meeting, and may submit a written statement to any current Executive or Associate Board member to be read during the meeting.
 - iv. GPYFA Board members must be present at the meeting to vote.

- G. Honorary members are allotted 15 minutes (or more as allotted by the President) at the beginning of designated meetings to speak and/or discuss issues.
- H. Offseason coaches meetings with Glacier Peak High School coaches. These are mandatory to ensure that the youth in the GPYFA organization are taught the right style, technique and philosophy. If three meetings are missed by a head coach they will be removed from their head coaching position.

Article 9. Coach and Draft Policies and Procedures

- 9.1. Refer to GPYFA Coaching Policy Handbook.
 - A. Coach Selection:
 - B. Draft Process: See Attachment 1A

Article 10. Finance and Accounting

- 10.1. The GPYFA Executive Board shall decide all matters pertaining to the finances of the organization and shall place all funds in a local bank account.
 - A. No Member shall receive, directly or indirectly, any salary or compensation from GPYFA for services rendered.
 - B. The President, the Treasurer, and the Concessions Manager will be the joint account holders for all of the GPYFA bank accounts. Two signatures are required on all checks over \$1000.00 and must be the President and Treasurer. For all single purchases that exceed \$1000.00 Executive Board approval will be required.
 - C. Reimbursement requests must be filed within 30 days using the Reimbursement request form and including a copy of the purchase receipt. Any exceptions to the 30 days must be approved by 2 Executive Board members not involved in the purchase.

Article 11. Amendments

- 11.1. These By-Laws may be amended, repealed or altered in whole or in part by majority vote of the Executive Board if a ten day notice is given to each Executive Board Member setting forth the specific proposed change or changes and the date of the meeting at which changes are to be considered.
 - A. Whenever any notice is required to be given under these By-Laws, a signed notice from a Board Member in writing shall be deemed equivalent to the giving of such notice.
 - B. Any action, which could be taken by the Executive Board at a meeting, may be taken without a meeting, if consent, stated clearly in writing, and signed by a majority of the Executive Board Members. The action statement shall be communicated promptly to all Executive Board Members.

Article 12. Cheerleading

- 12.1. GPYFA Adopted Cheerleading into organization on 1/6/14.

Article 13. GPYFA Sexual Abuse Prevention Policy & Procedures

13.1. GPYFA Sexual Abuse Prevention Policy & Procedures

As a youth-serving organization, GPYFA considers the safety and well-being of the youth in our program a top priority. We prohibit abuse and strive to proactively address reports of this type of conduct, even if it means that someone will be embarrassed or upset. We want to hear about problems or concerns, and we will strive to act on them in a fair way in accordance with our policies.

We will report suspected abuse to the proper law enforcement agencies.

Policy and Procedures:

GPYFA has adopted the following Policy and Procedures in an effort to provide a safe environment for our coaches, athletes, and their families.

- A. The Coach Recruitment process shall include the following:
 - i. Volunteer Application – Every coach working with youth must complete our organization’s written application that sets forth appropriate background information, requires disclosure of any prior claims or allegations of sexual abuse or other inappropriate conduct.
 - ii. Screening – A designated representative(s) of the organization will interview each prospective coach/volunteer.
 - iii. Background Check – All current and potential coaches will be subject to a background check, including appropriate inquiries regarding any previous record of sexual abuse or other unlawful activity. This background check will be updated at least every five (5) years for each coach.
- B. A Board Member will review this policy with coaches each year.
- C. The Following Behavior is prohibited:
 - i. Use of degrading language or behavior. Coaches are also responsible for stopping disrespectful behavior between team members, including sexual harassment.
 - ii. Threatening or intentionally inflicting physical injury upon anyone, especially a minor. Coaches are also responsible for stopping threatening behaviors by players.
 - iii. Committing any sexual offense against a minor or engaging in any sexual contact with a minor.
 - iv. Making any sexual advance, or engaging in other verbal, or physical conduct of a sexual nature with a minor.
 - v. Non-related one adult/one child interaction except in an emergency where following this policy would be dangerous to the child. In an emergency situation, the coach or volunteer must contact a representative of the Board to inform her or him of this contact and the reason for it.
 - vi. If a child is receiving individual instruction or working with a private coach, this activity must be in a public setting rather than behind closed doors.
- D. Reporting of Suspected Child Sexual Abuse
 - i. A member of the GPYFA Board or other official representative will be designated to receive reports of sexual abuse or other inappropriate conduct. This representative will promptly notify the proper law enforcement agencies.
 - ii. All coaches, volunteers, parents and program participants are directed to report any incident of abuse or suspected abuse that they witness or that is reported to them to the designated representative of

- the GPYFA Board. Note: This does not preclude individuals from reporting abuse or suspected abuse to the proper law enforcement authorities.
- iii. The designated representative will keep Executive Board members fully informed.
 - iv. Should a suspected incidence of abuse be reported, the coach/volunteer in question may be temporarily suspended from duties while an investigation takes place.
 - v. The Executive Board, when appropriate, shall communicate reports of child sexual abuse to the league members. The confidentiality of any who makes such a report will be protected.
- E. GPYFA League Representative, in an effort to enforce these policies and ensure the safety and well-being of our youth, will attend random practices and provide oversight.
- F. Any GPYFA Coach or Volunteer requiring access to players or the playing field must obtain a Field Pass which requires acknowledgment of the aforementioned policy and a signed Code of Conduct form to be on file with GPYFA.


GRIZZLIES

Glacier Peak Youth Football Association - Founded 12/17/12

The By-Laws of Glacier Peak Youth Football Association were duly adopted by the Executive Board on this

_____.

2023 GPYFA Executive Board

- 1) _____ - GPYFA President, Joe Setterberg
- 2) _____ - GPYFA Vice President, Matt Eckert
- 3) _____ - GPYFA Registrar, Stefanie McCallum
- 4) _____ - GPYFA Treasurer, Steve Bandy
- 5) _____ - GPYFA Equipment Manager, Fernando Pohina
- 6) _____ - GPYFA Secretary, Jillian Speed



ATTACHMENT 1A

2016 Draft Process

A. Out of Area Players (OAs)

1. Players that are from Out of Area and must use a OA waiver (2 per team) will be selected by the following priorities
 - a. Returning players who are coach's or board member's kids
 - b. Returning players returning to the same team
 - c. Returning players who are moving up a division
 - i. In a case where there is more than one in the previous two categories, the player with the most years in SVJFA will take priority.
 - d. New players who a coach will freeze
 - e. New players who are drafted first.

B. Waiting lists

1. When the number of players outnumbers the number of available slots, players will be put on a numbered waiting list according to...
 - a. Their time stamped registration
2. Players from the waiting list will be placed onto teams alternating from the team that would be the next in line according to drafting order as an available slot opens up. Players on the waiting list will not play if not placed on a team by...
 - a. Jamboree or until each team opts to not select anymore players after reaching 25.
3. Coaches must take up to 25 players on their team (27 for seniors) but may, at their own discretion take over the maximum if they wish. Coaches may take over their maximum by selecting, in accordance with their drafting order...
 - a. The next available player according to their time stamp.

C. Draft Rules:

1. Draft order will be determined by the following:
 - a. Expansion team will draft first, if two expansion teams exists, then a coin flip by the two teams
 - b. Random selection from a hat. Teams will draft in straight order, i.e. Team 1, Team 2, Team 3, Team 1....
No snake draft.
2. The team with the fewest players on their roster at the beginning of the draft will select players until the catch up with the same number of players as the team with the next fewest, in which case they will alternate picks, in their draft order according to points a and b, until those teams catch up with the team with the third fewest, and so on. Teams will have players already on their teams if those players are:
 - a. Returning to the same team as the year before.
 - b. One of two "freeze" picks by that team.

3. Freeze picks are determined by informing the Registrar on a first come first serve basis. No parent signature is required.
 4. If in the case of dropping a team because low registration #s, the team from last year with the fewest returning registered players will be eliminated.
- D. Returners
1. Returners will be granted returning status if signed up by June 1st this calendar year.



GRIZZLIES