

New York Bylaws

Organization and Structure

MISSION

To represent New York City and the New York Gay Football League (“NYGFL”) with pride and class by playing competitive women’s flag football, while demonstrating the strength, talent, athleticism, and spirit of New York’s LGBT community and its allies.

VISION

To continuously improve as individual and team players, forming a cohesive and competitive team that will ultimately bring championships to New York City, while conducting ourselves with respect, dignity and playing in a manner consistent with the NY mission.

LEADERSHIP STRUCTURE AND VOTING MEMBERSHIP

NY Core Group

Voting members are referred to as the “NY Core Group”. The “NY Core Group” is defined as:

- Anyone who was a participant of a NY sponsored team at any tournament within the current calendar year. Participation results in immediate inclusion into the core group upon completion of the tournament.
- The NY Core Group will be established at the beginning of the leadership year by invitation. Relocation to another state will result in forfeiture of membership and voting privileges in the core group. Membership expires at the end of the following leadership year. For example, participation in a tournament in the fall of 2016 will result in voting rights until the end of the leadership year in 2017.
- For voting matters, a quorum is defined as 2/3 of the NY Core Group.

Team Captain/Commissioner (denoted as “Team Captain”)

The NY Core Group elects a Team Captain every leadership year for a one-year term from November 31st to November 31st among individuals who express interest in volunteering for the role.

Co-Captains

Once elected, the Team Captain appoints 2 Co-Captains, resulting in a total tactical leadership team of three individuals.

See Addendum A for voting structure for initial adoption of NY Bylaws.

LEADERSHIP RESPONSIBILITIES

The NY Club is led according to the following division of responsibilities:

NY Core Group

The NY Core Group sets strategic direction for the team on all “voting matters.” Decisions are made by majority vote open to the NY Core Group, unless a higher threshold is specified. This document defines “voting matters” as:

- Changes to the mission of the NY Club*
- Amendments to this document, and the structures and processes within it*
- The election every year of the NY Team Captain

*Requires a 2/3 majority to pass

The NY Core Group also serves as a consultative body on other matters as requested by the Team Captain and as needs dictate. All NY Core Group meeting minutes and votes must be recorded, disseminated, and available for viewing by all members.

Team Captain

The Team Captain holds ultimate responsibility for NY’s success on the field as well as all necessary supporting off-the-field tasks and functions. Team Captain duties* include:

On-Field

- Roster Selection
- Football Strategy
- Playtime Decisions
- Communications
- Relationship with the NYGFL

Off-field*

- Recruitment
- Social Events
- Logistics
- Finances
- Administrative

*Volunteers may be selected at the discretion of the Team Captain to assist in “Off-field” duties. However, the Captain and Co-Captains will continue to be responsible for all “On-field” duties.

Co-Captains

The Co-Captains support the Team Captain in fulfilling the above responsibilities, both on the field and off. The Co-Captains share accountability with the Team Captain.

Selected, appointed, recruited volunteers

The Team Captain is encouraged by the NY Core Group to delegate responsibility for some of her “Off-field” duties to other individuals in order to spread the workload around. Individual NY Core Group members are expected to support the Team Captain and Co-Captains when such requests for assistance are made, whenever possible.

CAPTAIN-LEVEL DECISION-MAKING

Once the Team Captain and the two Co-Captains are in place, each of those individuals gets an equal vote on all matters of roster and football strategy. The NY Core Group encourages the three captains to forge consensus whenever possible. But when voting is required, majority rules.

PROCESS FOR ELECTING A TEAM CAPTAIN

Indicating interest

Between the conclusion of Gay Bowl and mid-November, on a date to be determined each year, any individual(s) who seeks to be a candidate for Team Captain (including the current Team Captain) will officially indicate in writing her desire to be considered. The candidate need not be an active member of the NY Core Group (with the exception of the first year as specified in Addendum A). In that written submission, each Team Captain candidate is encouraged to include how she would advance the mission and vision of the NY Club consistent with the guidance put forth in this document. Each Team Captain candidate also is encouraged by the NY Core Group to identify, or at least be prepared to discuss, ideas about who would be appointed as Co-Captains.

Hearing candidates

Candidate(s) for Team Captain will submit an official letter of interest to the outgoing Team Captain, who will circulate these to the NY Core Group. However, if the current Team Captain is seeking re-election, a Core Group designee nominated and voted in by the Core Group, will accept and circulate the letters of interest to the NY Core Group on a date mutually agreed upon for that year. Before the end of November, the NY Core Group will meet in person to hear from, and ask questions of, candidates for Team Captain.

Election

Within a week following the NY Core Group candidate hearing meeting, the NY Core Group will elect the Team Captain from among indicated candidates. The vote will be anonymous and each NY Core Group member will only have one vote for a team captain. The votes will be counted by the captain or the Core Group designee indicated above. The candidate who receives the highest number of votes will win. In the event of a tie, the outgoing Team Captain, or NY Core Group designee in the event the outgoing Team Captain is re-submitting, holds the tie breaking vote. By the end of that week, the results of the election will be announced to the NY Core Group and the entire NY

“community” as defined at that time (e.g., recruits, supporters, other former players, and sponsors). The entire process will be documented, including the ultimate vote count, and published online via the proper NY online outlet.

CO-CAPTAIN SELECTION PROCESS

Once the Team Captain is elected, she will have one week to inform the NY Core Group of her selection of Co-Captains. The Co-Captains need not be active members of the NY Core Group at time of appointment.

ROSTER SELECTION

The NY Core Group recognizes that roster selection is an aspect of the NY Club that, by its very nature, will never please everyone. Yet the NY Core Group invests faith in its Team Captain and Co-Captains to handle that responsibility with inclusiveness, integrity, and nothing more in mind than the mission and vision of the NY Club.

The NY Club will be a team open for membership with on-going recruitment throughout the year. Each tournament will have a dedicated tryout process for that tournament. In order to be eligible to participate in Gay Bowl with NY you must have either played, coached or served on the board of the NYGFL in the 2 seasons prior to the tournament.

Gay Bowl teams must also adhere to the specified rules set out by the NYGFL for eligibility and any other process and timing requirements as determined by the NYGFL board. For all other tournaments, it is up to the Team Captain to determine eligibility requirements.

For all open tryouts, the Team Captain and Co-Captains will facilitate a tryout process of their choosing – a process that enables aspiring team members to demonstrate what they might offer, that is open to all who want to participate, and that is well communicated and thus available to more people.

The Team Captain and her Co-Captains are solely responsible for roster selection. The Team Captain and Co-Captains will name the rosters for all teams participating in the Gay Bowl and other tournaments as appropriate and requested. In the event that more than one team is selected to participate in any tournament the three captains (original Captain and Co-Captains) will designate at least one captain to each team. Although roster selection is at the discretion of the team captains, the overall goal is to select highly competitive, skilled team(s) with the intent to balance chemistry, attitude, and cohesiveness.

For tournaments with an open try-out process, the team captains will announce the tryout schedule, approximate number of players needed, roster selection process, and level of competitiveness targeted for each team being sent to the tournament, prior to the tryouts.

FINANCIAL AND TIME COMMITMENT

Each tournament has a required player financial commitment (registration dues,

travel expenses, uniforms, etc) and time commitment to participate. Team captains will provide an estimate of average costs and tentative practice schedule to those interested in trying out. It is the expectation that those who tryout understand and can support this financial and time commitment on their own, should they be selected for the roster.

The Team Captain and any designated volunteers will make an effort to subsidize the cost of participation with sponsorships and fundraising events.

Fundraising Events

Individuals selected to play on a tournament team are required to attend or assist with at least 50% of the fundraising events in order to take advantage of the subsidy provided by such events. The funds raised will be distributed equally among all members of a tournament team that have participated in or assisted with over at least 50% of events.

Sponsorships

All individuals are encouraged to seek out sponsorships from local bars, restaurants, and organizations to help subsidize the cost of participating in each tournament. The funds collected will be distributed equally among all members of a tournament team.

Practices

In order to improve as individuals and team players and become a cohesive and competitive team, it is critical that members of the tournament team(s) attend official team practices. It is the expectation that those who are selected to a tournament team attend at least 75% of practices.

TEAM CAPTAIN / CO-CAPTAIN TERM AND REMOVAL

Once elected or appointed, the Team Captain and Co-Captains will serve until November 31st of the following year.

Once elected or appointed, a Team Captain or Co-Captain ("Captain") may resign at any time of her choosing. In the event the Team Captain resigns, the stated Process for Electing a Team Captain will be followed including the selection of new Co-Captains. In the event a Co-Captain resigns, the Team Captain will appoint her replacement within two weeks, if possible. A Captain may only be removed according to the procedure outlined in this Section. Under extenuating circumstances, a Captain can be removed following a procedural quorum vote by the NY Core Group.

A vote to remove a Captain may be initiated in either of two ways:

- Those seeking removal of the Captain must:
 - Structure an in-person meeting or conference call, inviting all members of the NY Core Group, to air grievances and give the Captain the opportunity to explain herself.
 - And then, secure majority approval of the NY Core Group to proceed with a quorum vote to remove the Captain.
- OR, any two of the three captains can call for a vote from the NY Core Group to remove the third captain and then follow the above procedure.

If the NY Core Group proceeds with a quorum vote to remove the Team Captain, and the vote passes, then the Team Captain will be immediately removed. The Co-Captains will remain in their positions during the interim, until a new Team Captain is elected. The NY Core Group will make an announcement for the Team Captain position immediately, requesting letters of interest from prospective candidates to be submitted within one week. The NY Core Group will proceed with the Captain selection process outlined in this document and remove the interim Co-Captains after selecting a new Team Captain. The newly elected Team Captain may not adjust any roster that has previously been set in order to respect the travel plans and commitments of those involved for the upcoming tournament(s).

ADDENDUM A:

LEADERSHIP STRUCTURE – 2016

NY's Core Group (defined below) will elect a Team Captain who will serve until November 31st, 2016. The initial Team Captain must be a member of the NY Core Group.

Actions and deadlines for the initial election of the team captain are as follows:

- Indicate interest to NYGFL Board Members (Leslie G and Briana J) - May 19th, 2016.
 - Each interested candidate should provide a short paragraph on why they would be
- Official Vote - Online voting will be open for 1 week between May 21st - May 26th

CORE GROUP STRUCTURE - 2016

To adopt the initial NY Bylaws the NY Core Group's voting privileges will be extended to consist of the following persons:

- Those that participated on the NY traveling team that competed in the Sunshine Cup in Ft. Lauderdale in February 2015 or 2016
- Those who participated in the 2015 Gay Bowl hosted in San Diego
- Those that are active members of the NYGFL board

Voting members must still meet the stated parameters above; relocation to another state will result in forfeiture of membership and voting privileges in the core group.

Please note that the extension of voting privileges is applicable only to participate in the adoption of these initial NY Bylaws in 2016. If adopted, the NY Core Group will revert back to only those persons identified in the Leadership Structure Section above, on November 31st, 2016.