

**BYLAWS
OF
WASHINGTON WETSKINS
WATER POLO TEAM**

**ARTICLE I
NAME, AFFILIATION AND LOCATION**

SECTION 1. Name. The name of this organization is the Washington Wetskins Water Polo Team (hereinafter referred to as the "Wetskins").

SECTION 2. Affiliation and Location. The Wetskins is a USA Water Polo team and is located in Washington, DC.

**ARTICLE II
PURPOSES AND OBJECTIVES**

SECTION 1. Purposes. The Wetskins is organized exclusively to foster national and international amateur competition, and primarily to conduct national and international competition in the sport of water polo and to support and develop amateur athletes for such competition.

SECTION 2. Objectives. In furtherance of the purposes set forth in Section I of this Article II, the Wetskins shall pursue the following objectives:

- a) Participate in international competitions and national tournaments, including the Gay Games and the international competition organized by the International Gay and Lesbian Aquatics Association ("IGLA"), as well as local competitions and scrimmages;
- b) Provide clinics and other educational, training and development programs as well as financial resources and organizational structure;
- c) Maintain membership as an officially-sanctioned team of a national governing body for water polo in the United States of America;
- d) Maintain membership in the highest possible standing and position of influence in IGLA, the international sports federation that governs the participation of gay and lesbian people in the sport of water polo;
- e) Maintain membership in the highest possible standing and position of influence in

Team DC, an organization that encourages and supports involvement in team and individual sports within the Lesbian, Gay, Bisexual and Transgender and broader community in the Washington Metropolitan Area.

f) Develop materials and instructional programs to develop the individual skill of athletes, coaches and officials;

g) Expand the number of athletes in the sport of water polo and encourage their membership in the Wetskins by providing programs for participation of all individuals of eighteen years of age or more, without regard to water polo skill level, disability, gender, sexual orientation, race, color, national and ethnic origin, religion or creed. The objective to expand the number of athletes may be suspended by the use of a wait list to become a member from time to time if the team is at capacity at the discretion of the Board (as defined below);

h) Communicate activities of the Wetskins and other teams within IGLA to the Wetskins membership and to the public; and

i) Establish and assure consistent standards of quality for all official events of the Wetskins.

j) To promote and exhibit the values of respect, equality, fair play and inclusion amongst our members and with broader society.

ARTICLE III MEMBERSHIP

SECTION 1. Members. To be considered a member of the Wetskins, an individual (hereinafter referred to as "Member") shall be (a) a current member of USA Water Polo, and (b) current in membership dues payments as set forth in Article IV below. In addition:

a. Water polo is played in a pool with a playing field that is approximately 30 meters long where players are normally unable to touch the bottom. As such, strong swimming skills are essential for the safety of all members. Water polo is also played with a shot clock, typically set at 30 seconds and the game often goes on without interruption for several minutes at a time. Members must demonstrate basic water safety and swimming ability by passing an aptitude test as described below:

i. Swim test – members must be capable of swimming at a pace of 1 meter per second. This shall be demonstrated by swimming 200 meters (or yards) in a time of less than 200 seconds (3 minutes and 20 seconds).

ii. Float test – members must be capable of treading water or floating without touching the bottom or side of the pool for at least 60 seconds.

b. Players who are unable to pass the swim test for any reason may still be approved as members providing they meet the remaining criteria for membership and are granted a waiver by the Board of Directors. Waivers are approved by a simple majority vote of the Board.

SECTION 2. Honorary Team Supporters. Honorary Team Supporters shall be encouraged to attend meetings and social events of the Wetskins but shall not have the right to vote at meetings or participate in team practices or tournaments. Honorary Team Supporters shall be exempt from the payment of dues but not activity fees.

ARTICLE IV PAYMENT OF DUES AND ACTIVITY FEES

SECTION 1. Purpose of Membership Dues. Dues shall be used for purposes designated by the Board of Directors, including but not limited to, the payment of the pool use fees, the procurement of coaching services, the purchase of sporting goods and equipment, to subsidize travel or registration costs for participants in the events contemplated by Article II, Section 2.a) and the payment of team and coach membership fees to USA Water Polo and related associations and organizations.

SECTION 2. Amount and Frequency of Membership Dues. The amount and frequency of dues shall be proposed by the Treasurer and approved by the Board of Directors and presented to members annually.

SECTION 3. Activity Fees. Activity fees may be assessed by the Board of Directors for the Wetskins's participation in inter-city, national, and international tournaments, skills clinics and related social functions as well as the procurement of goods and services in furtherance of the purposes and objectives set forth in Article II above in the event that membership dues are deemed insufficient to cover these additional costs.

SECTION 4. Amount and Frequency of Activity Fees. The amount and frequency of activity fees shall be proposed by the Business Manager and approved by the Board of Directors.

SECTION 5. Waiver of Membership Dues and Activity Fee. The Board of Directors shall be granted the authority to waive membership dues and/or activity fees in cases where payment of dues and/or activity fees would be a clear financial hardship. The names of members who have been granted such waivers shall be considered confidential and shall be shared only with the members of the Board. Waivers may only be granted by majority vote of the Board of Directors. If a member requests anonymity, then the Board may vote for or against the waiver based on the recommendation of the Board member that has brought the waiver before the Board for a vote.

SECTION 6. Non-Payment of Membership Dues or Activity Fees. Unless a member has been granted a waiver or makes other arrangements with the board, membership is annual and based on a calendar year even if paid monthly, quarterly or on some other basis. Any dues or activity fees levied pursuant to these Bylaws which are not paid on the date when due shall be delinquent and any individual owing such dues or activity fees shall lose all privileges that accompany membership, such as the right to vote and compete with the Wetskins until such arrears are paid in full. The Treasurer shall provide the Board with the names of those members who: (a) are delinquent; and (b) who have not been granted waivers from the payment of dues or activity fees. The names of delinquent members shall be considered confidential and shall be shared only

among the members of the Board.

ARTICLE V MEETING OF MEMBERS

SECTION 1. Place of Meetings. Meetings of the membership shall be held at any suitable place convenient to the membership as may be designated by the Board of Directors.

SECTION 2. Annual Meetings. The annual meeting of the members of the Wetskins shall be held at any such time and place designated by the Board of Directors within the last three months of the year. At such meeting, the Board of Directors and members shall discuss team developments during the past year, the election of new officers and any other topics that may be brought by any member.

SECTION 3. Special Meetings. It shall be the duty of the Chairman of the Board to call a special meeting of the members as directed by resolution of the Board of Directors or upon a petition signed by members representing at least twenty-five percent (25%) of the total membership having been presented to the Secretary.

SECTION 4. Notice of Meetings. It shall be the duty of the Secretary or his designee to notify each member current in membership dues payments of each annual or special meeting, stating the purpose, date, time and place of the meeting.

SECTION 5. Order of Business. The order of business at all regularly scheduled meetings of the members shall be determined by the Board of Directors.

SECTION 6. Elections. Officers of the Wetskins shall be elected annually by membership nomination followed by majority vote. In the event that two or more members are nominated to serve as an officer of the Wetskins, such vote will be conducted by secret ballot. All members who are elected officers shall constitute the Board of Directors. The members may also transact such other business of the organization as may properly come before them.

SECTION 7. Voting. The elections contemplated by ARTICLE V may be conducted electronically. It shall be the responsibility of the Chairman and Secretary to oversee and conduct such elections and ensure the validity of the outcomes.

ARTICLE VI RESPONSIBILITIES OF MEMBERS

SECTION 1. Membership Dues and Activity Fees. In order to participate in team practices and tournaments, and in order to vote at meetings, members must pay membership dues and activity fees to the order of the Wetskins as set forth in Article III above.

SECTION 2. Conduct. Every member that is in good standing in accordance with Section 1 is

expected to follow the rules of conduct for the team. The rules for player conduct of USA Water Polo and the objectives stated in Article II, Section 2. herein shall incorporated by reference along with any other specific team rules to be determined, communicated to membership and enforced by the Board of Directors. The Board has discretion to warn or to dismiss a member in good standing in accordance with Section 1 in its sole discretion if a member is found to have failed to follow the rules of the team. Any member dismissed under this section will be refunded any membership dues paid in advance.

SECTION 3. Volunteer Activities. Each member is expected to participate in volunteer activities in furtherance of the purposes set forth in Article II above. These activities may include fundraising,

ARTICLE VII BOARD OF DIRECTORS

SECTION 1. Directors and Officers. The affairs of the Wetskins shall be governed by a Board of Directors (hereinafter referred to as the "Board"). The following officers shall constitute the Board: (i) Team Captain; (ii) Business Manager; (iii) Treasurer; (iv) Coach Liason; and (v) Secretary.

SECTION 2. Election of Directors. Election of directors shall be in accordance with Section 2 or Section 7 of Article V above. The number of directors may be changed by a vote of the members at any annual or special meeting, provided that no such change shall operate to curtail the term of any elected director.

SECTION 3. Powers and Duties: In general. Each director shall serve as an officer of the Wetskins, and shall be accorded full voting rights. The Board shall have all powers and duties necessary for the administration of the affairs of the Wetskins and may do any such acts as are not directed by these Bylaws to be exercised and done by the members. The general powers and duties of the Board shall include, but are not limited to:

- a. Ensuring that all voting members of the Wetskins are members of USA Water Polo;
- b. Providing for the collection of membership dues and for the collection of activity fees in accordance with Article IV above;
- c. Adopting and enforcing such rules and policies as may be deemed proper with respect to membership rights and obligations, all of which shall be consistent with the provisions of these Bylaws;
- d. Ensuring that the Wetskins fulfills the purposes and objectives set forth in the Article II above;
- e. Ensuring that the Wetskins' Articles of Incorporation and Bylaws are kept current.

SECTION 4. Powers and Duties of Board Members.

a. Team Captain. The Team Captain shall be responsible for coordinating the overall direction and activities of the Wetskins. Specific responsibilities shall include the following:

- i. Serving as Chairman of the Board;
- ii. Calling Board meetings, in a manner consistent with the other provisions of these Bylaws;
- iii. Ensuring that decisions of the Board are fulfilled, and the responsibilities of each Board member are discharged; and
- iv. Ensuring representation of the Wetskins at all official meetings and functions of USA Water Polo, IGLA, and other bodies and activities in which the Board decides to participate.

b. Business Manager. The Business Manager shall be responsible for the following:

- i. Serving on the Board;
- ii. Negotiating pool practice time with the various local governments;
- iii. Acting as the Wetskins' liaison with the District of Columbia Government and other local municipalities;
- iv. Planning community outreach/team social events;
- v. Negotiating the procurement of goods and services which are deemed necessary by the Board; and
- vi. Serving as the second official signatory for the disbursement of Wetskins' funds.

c. Treasurer. The Treasurer shall be responsible for maintaining the Wetskins' budget and assuring that dues are collected. Specific responsibilities shall include the following:

- i. Serving on the Board;
- ii. Managing Wetskins suit orders;
- iii. Preparing the annual budget for submission to the Board and members for approval;
- iv. Preparing other budgets for sponsoring and participating in tournaments, as requested by the Board;
- v. Collecting all monies raised by the Wetskins through membership dues,

activity fees, hosting tournaments and fundraising efforts;

vi. Maintaining full and accurate records of monies described in Article VII(4)(c)(v) above;

vii. Maintaining a record of all members' payments of dues and activity fees if any;

viii. Maintaining the Wetskins' bank account(s);

ix. Reporting to the Board the names of those members who are in arrears with respect to the payment of dues and activity fees; and

x. Disbursing funds as authorized by the Board.

d. Coach Liason. The Coach Liason works with the Coach to facilitate coaching schedules, addressing any player issues and concerns, and stepping in as secondary coach when needed at practice or tournaments. Specific responsibilities shall include the following:

i. Serving on the Board;

ii. Determining any member's eligibility to compete in any water polo tournament;

iii. Designing and implementing, or supervising the design and implementation of, a rigorous schedule of drills and scrimmages to be conducted at practices; and

iv. Involving all team members regardless of skill or experience.

e. Secretary. The Secretary shall be responsible for all administrative duties not explicitly assigned to other Board members. Specific responsibilities include the following:

i. Serving on the Board;

ii. Keeping the minutes of all meetings of the Board and of the general membership;

iii. Maintaining the Wetskins' membership roster consisting of the members' names, telephone numbers, USWP number, and addresses and acting as primary communicator between the Board and the Wetskins' membership. In no event shall this roster be loaned, sold or given to any organization or person who is not a member of the Wetskins without prior approval of the Board;

iv. Determining in consultation with the Treasurer any member's eligibility to vote at any meeting of the Board or the general membership.

v. Maintaining the Wetskins' email account.

vi. Managing general tournament invitations.

SECTION 5. Board Appointed Positions

The Board of Directors may in its sole discretion appoint members or hire professionals to delegate responsibilities of the Board in achieving the purposes and objectives outlined in Article II as necessary. These responsibilities may include the following positions:

- a. Coach. The Coach is appointed by the Board. Specific responsibilities shall include the following:
 - i. Participate in meetings at the request of the Board;
 - ii. Final decision in determining any member's eligibility to compete in any water polo tournament;
 - iii. Assign when required additional coaches to serve in assistant coaching capacity for practices, scrimmages and games;
 - iv. Maintaining active team memberships in USA Water Polo, IGLA and related associations and organizations;
 - v. Designing and implementing or supervising the design and implementation of a rigorous schedule of drills and scrimmages to be conducted at all practices;
 - vi. Involving all team members regardless of skill or experience.

- b. Tournament Coordinator
 - i. Can be shared by two or more members;
 - ii. Responsible for all aspects of events hosted by the Wetskins subject to board oversight and contribution.

SECTION 6. Election and Term of Office. Each director shall serve a term of office fixed at one (1) year. Directors shall hold office until their successors have been elected and held their first meeting. Directors may serve consecutive terms.

SECTION 7. Vacancies. Vacancies on the Board caused by any reason other than the removal of a director by a vote of the membership shall be filled by vote of the majority of the remaining directors. Each person so elected shall be a director who shall serve out the unexpired portion of his term.

SECTION 8. Removal of Directors. At a regular or special meeting duly called, any director may be removed for cause by the affirmative vote of three-quarters of the Wetskins membership of record and a successor may then and there be elected to fill the vacancy thus created.

SECTION 9. Compensation. No compensation shall be paid to directors for their services to the Board or in their capacities as officers of the Wetskins. No director shall be charged dues for membership while holding office.

SECTION 10. Organization Meeting. The first meeting of a newly elected Board shall be held within forty-five (45) days of election at such place as shall be fixed by the directors. No notice shall be necessary to the newly elected directors in order legally to constitute such meeting, provided a majority of the entire Board is present.

SECTION 11. Regular Meetings. Regular meetings of the Board may be held at such time and place as shall be determined from time to time by a majority of the directors, but at least four such meetings shall be held each year. The Chairman shall give notice of regular Board meetings to each director, personally or by telephone, electronic or postal mail, which notice shall state the date, time, place and purpose of the meeting.

SECTION 12. Special Meetings. Special meetings of the Board may be called by the Chairman or by any three (3) directors on at least three (3) days advance notice to each director, given personally or by telephone, electronic or postal mail, which notice shall state the date, time, place and purpose of the meeting.

SECTION 13. Quorum. At all meetings of the Board, a majority of the directors shall constitute a quorum for the transaction of business, and the acts of the majority of the directors present at a meeting at which a quorum is present shall be the acts of the Board, except as otherwise provided in these Bylaws. '

SECTION 14. Action Without Meeting. Any actions by the Board required or permitted to be taken at any meeting may be taken without a meeting if all of the members of the Board shall consent to such action. Such consent or consents shall be filed with the minutes of the proceedings of the Board.

SECTION 15. Expenditure. See Article IX Section 3.

ARTICLE VIII

LIABILITY AND INDEMNIFICATION OF DIRECTORS

Liability and Indemnification. The officers and directors of the Wetskins shall not be liable to the members for any mistake of judgment, negligence or otherwise, except for their own individual willful misconduct or bad faith. The officers and directors of the Wetskins shall have no personal liability with respect to any contract or other commitment made by them, in good faith, on behalf of the Wetskins, and the Wetskins shall forever hold each such officer and director free and harmless against any and all liability to others on account of any such contract or commitment, except to the extent that such officers or directors are also members of the Wetskins.

ARTICLE IX FISCAL MANAGEMENT

SECTION 1. Books. The Treasurer shall maintain books containing accurate and timely financial records.

SECTION 2. Inspection of Books. Any member may inspect the Wetskins' books upon notice of five (5) working days to the Treasurer.

SECTION 3. Expenditures. Any expenditure or commitment to disburse funds made by one or more members on behalf of the Wetskins for which the Wetskins may be held liable or accountable must before being made have the following approval:

a. For any single transaction or series of related transactions for the year totaling an amount of \$500.00 or less, the affirmative approval of the Team Captain, Treasurer and Business Manager is required. The Team Captain may delegate this approval duty to any other duly elected board member that is not Treasurer or Business Manager. The Treasurer's approval and Business Manager's approval cannot be delegated. If those Board seats are vacant, such disbursements cannot be approved until those seats are filled in accordance with these bylaws.

b. Any single transaction or series of related transactions for the year totaling an amount of less than \$5,000.00 but greater than \$500.00 must be approved by majority consent of the entire board of directors. If any Board seats described herein are vacant, such disbursements cannot be approved until all board seats are filled in accordance with these bylaws.

c. Any single transaction or series of related transactions for the year totaling an amount in excess of \$5,000.00 must be approved by a membership vote conducted in accordance with Article V of these bylaws.

ARTICLE X AMENDMENT

Amendment. These Bylaws may be amended by the affirmative vote of no less than three-quarters (75%) of the membership present at a duly noticed meeting. All proposed amendments must be submitted to the Secretary at least one week in advance of duly noticed meetings.

ARTICLE XI COMPLIANCE - INTERPRETATION


Compliance and Interpretation. Any disputes with regard to the interpretation of these Bylaws shall be resolved by a majority of the vote of the Board.

**ARTICLE XII
RATIFICATION OF BYLAWS**

Ratification. To be ratified, these Bylaws must be approved by a majority of members (as defined by the current Board) who attend a meeting called by the Board. These Bylaws are certified to have been adopted by a majority of the members on the 17th day of January, 2018.



Team Captain


Business Manager

Treasurer


Coach Liaison

Secretary