



FLOWER CITY WARRIORS

Mission Statement

To provide a recreational hockey team for military veterans, active military, reserves, and their family members in Western New York. Flower City Warriors (D.B.A. Flower City Hockey) is formed to enhance veteran community engagement and provide veteran camaraderie supporting a return to civilian life. The organization's goal will be to connect former and current military members with the support of the local community through competitive sport.

CONSTITUTION AND BYLAWS

Article I – NAME

The legal name of the corporation shall be **Flower City Hockey, Inc.**

EIN: 82-2691441

Article II – AUTHORITY

Section I.

The Flower City Warriors (FCW) is established at Rochester, NY, as an incorporated association with the proclamation set forth by the governing body elected by the general membership. The association shall adhere to the following conditions:

- A) That programs and activities conducted do not prejudice or discredit the military services or agencies of the United States Government.
- B) That activities will not be conducted on any military installation.
- C) That neither an appropriated fund activity or a non-appropriated fund instrumentality will assert and claim to the assets of this organization, not incur or assume any obligation of any private organization, except as may arise out of a contractual relationship.
- D) That this organization will not engage in activities which are in conflict with the authorized activities of VA or fund instrumentalities defined by Congress.
- E) That the nature, function, and objectives of this organization, together with the provisions for proper disposition of residual assets and liabilities upon dissolution, will be established in this constitution.
- F) That this organization will be not for profit and hold truthfully to FCW Mission Statement.
- G) That this organization will not seek to deprive individuals of their civil rights.
- H) That this organization will neither propagate extremist activities nor advocate violence against others or the violent overthrow of the government.
- I) That this organization is not created for commercial profit.



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- J) That this organization will not engage in the distribution or sale of alcoholic beverages or contraband at any time.

Section II.

All members will understand fully that the incorporation is liable if the assets of the organization are insufficient to discharge all liabilities in the event of bankruptcy, insolvency, or dissolution.

Article III – PURPOSE

To create an opportunity for active military members, DoD civilians, veterans, retired veterans and their family members that focuses on team development with the use of competitive sport.

To ensure a diverse environment of year-round recreation and individual development through motor skill training, endurance, and community representation. To assist in the monetary expenses of the players through the use of fund-raising events, solicitation, and voluntary sponsors.

Article IV – MEMBERSHIP

Section I.

Membership shall be open to all eligible persons regardless of race, color, sex, religion, or national origin.

Section II.

Membership in the FCW shall be voluntary and open to all active duty, reserve, or former military members, DoD civilians, and family members in the Western New York Community. Membership does not require athletic participation but does require adherence to the policies set forth by the Bylaws within this Constitution.

- A) A copy of the members signed Code of Conduct will be on file for record. The voluntary members adherence to the Code of Conduct and signature is a mandatory requirement for all membership.
- B) Any delinquent member will undergo a probation period of at least 1 month or more from the date of infraction. Team Officers may decide by majority vote if any delinquent member should undergo a longer probationary period not more than 1 year.
- i. Probation will limit access to financial support from the FCW, its members or its sponsors.
 - ii. Members under probation are not allowed to vote on team activities or be on a committee.
 - iii. At the end of the member’s probationary period, a majority vote of acceptance by the Team Officers must be done to reinstate the member.



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- iv. Any action of damaging the good reputation of someone, with by slander or libel in public discourse is not tolerated among any members. The delinquency of the other member will be held in strict confidentiality by Team Officers and our code of conduct.

Section III.

The rights and responsibilities from the general membership exist under any circumstance outlined in this section.

- A) Removal by general membership
 - i. A member of the general membership brings forth a petition to remove a member or volunteer from the organization to the Team Officers.
 - a. The petition must include one-third (33%) of the general membership in agreeance.
 - b. The petition to the Team Officers must state the reasoning for the removal.
 - ii. A Membership Chair will be formed to verify the petitions legitimacy
 - a. Upon verification, notification must be made to the general membership by the Team Officers.
 - b. The Membership Chair will issue a statement.
 - 1. The number of the active members in the Organization.
 - 2. The votes needed for each outcome per Article IV, Section III, A (iii.).
 - 3. A vote by the general membership cannot be made until after seventy-two (72) hours has passed from the general membership's notification.
 - iii. Outcome of the vote Two-thirds (66%) of the General Membership is needed for removal.
 - a. If there is a simple majority, fifty-plus-one (50%+1), the member in question will be placed on probation for a discretionary period provided by the Team Officers.
 - b. If the General Membership does not reach the simple majority, the Member in question remains as an active member.

Article V – OFFICERS AND GOVERNING BODY

Section I.

The governing body of the FCW Association *shall be sworn in as Team Officers* of the association composed of a Board of Directors (BOD):

- A) President and Chief Executive Officer (CEO)
- B) Director of Hockey Operations (DHO)



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- C) Director of Equipment (DOE)
- D) Director of Finance (DFO)
- E) Director of Communications and Public Outreach (DCO)

Section II.

The association shall hand responsibility to elected members for the overall administrative duties outlined in the descriptions under Article VI.

- A) The President will take overall responsibility to ensure these duties are taken care of and take executive privilege of;
 - i. Nominations with the acceptance of interest from a general member and formal request to the Board of Directors. The President may down select to include only five nominations per position, but no less.
 - ii. Remove another Team Officer for “Financial Negligence” resulting in the loss of accountability of Flower City Hockey, Inc. assets or monies. Due process will only exist under the Code of Conduct and not for “Financial Negligence.”
 - i. The Team Officer being relieved of their duty for “Financial Negligence” may file an appeal to the Board of Directors for review and action to call for a majority vote among the BODs to be removed per Article IV, Section III.
- B) Team officers will be selected by popular vote and must preside over their appointed duties for no less than one year. All Team Officers must be a veteran in good standing with at least a General or Honorable Discharge from one of the six military branches.
- C) Special considerations can be initiated by any Team Officer to remove a Team Officer in direct violation of the Code of Conduct. A unanimous vote must be made among the Team Officers that does not include the Officer being removed or general membership can petition per Article IV, Section III for removal from the team. Once removed, the BOD will follow the same guidelines of appointment per Article VII.
- D) In other rare or extreme cases, such as immediate family needs, circumstances related to employment, or imprisonment, a special appointment may be initiated by the governing body to select a new Officer or Officers to complete the resigning Officers term.
 - i. Any member of the governing body may resign from his or her responsibilities after one year unless such special circumstances exist.
 - ii. Under resignation, the President may nominate up to five replacements for appointed per Article VII.

Article VI – DUTIES OF THE OFFICERS

Section I.



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The officers of the FCW Association *may* consist of five elected volunteer members but no less than three as prescribed in Article V of this Constitution:

- A) President, CEO
 - i. Responsible for the overall management of the team
 - ii. Oversight of scheduled games and tournaments, structured practice sessions/tryouts, assigned positions, and lines for each game
 - iii. Enforce team discipline and guidance on the conduct of the players. Enforce policies and regulation per Federal Law for a 510(c)3 Association
 - iv. Writes policy and procedures as needed for yearly team goals across the organization

- B) Director of Hockey Operations (DHO)
 - i. Responsible for the overall management of the team in the absence of the CEO
 - ii. Schedules games and tournaments, assists at practices/tryouts, and by assigning duties within the scope of work for the DES, FO, and DOF
 - iii. Reinforces team policies and procedures for the organization as constituted by the President and the FCW Code of Conduct

- C) Director of Equipment (DES)
 - i. Handles all equipment issues for players and manages team equipment locker.
 - ii. Prepares jersey orders, and other items needed for games and practices.
 - iii. Engages players in need of equipment to gift or issue based on the needs of the player
 - iv. Ensures pucks, water bottles, and jerseys are available for all on ice sessions and games
 - v. Is a delegate of the President or Director of Hockey Operations in the absence of leadership

- D) Director of Finance (DFO)
 - i. Handles the FCW Association asset and liability ledger and directs qualified personnel on audits required in accordance with applicable law as it relates to 501c not for profit associations
 - ii. Manages the collection of fees or dues for each player to deposit
 - iii. Disperses funds as needed for products or services rendered in support of FCW Association
 - iv. Is a delegate of the President or Director of Hockey Operations in the absence of leadership

- E) Director of Communications and Outreach (DCO)



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- i. Primary role of seeking revenue streams and communication for FCW including but not limited to FCW apparel, charity games, and sponsorship engagement.
- ii. Delegate for all sponsor related activity relative to FCW player support and may act as a liaison between the governing body and major sponsors.
- iii. DOF will secondarily create and monitor marketing for the team as agreed by the governing body and executing.
- iv. Is a delegate of the President or Director of Hockey Operations in the absence of leadership

Section III.

A committee may be formed to work specific action items given by the membership. This and other management from unelected members will be appointed by majority consensus from the Team Officers.

A) Team Captains (TC)

- i. The TC will preside over FCW sanctioned team games and roster's. The Team Captains primary role will be to obtain guidance and communicate support for individualized team structures as needed.
- ii. The TC's are responsible for developing the line combinations or roster substitutions for each game. The TC will have the overall task of working with the players to find the best fit for each game. The TC's will be the only player that talks to the referees during the game and communicates special teams and strategy during game-play unless there is a coach available.
- iii. The TC are encouraged to solicit ideas to the Board of Directors for implementation.
- iv. The TC must appoint an Alternate Captain to help in his or her absence.

B) Committee Chair

- i. Committees must align with FCW activity in support of the mission statement.
- ii. Committees must communicate through the Team Officers for public dissemination and cannot act alone.
- iii. Committees primary goal is to assist in the success of the organization and act as a popular voice for general membership requests and execution.

Article VII – ELECTIONS, MEETINGS, AND QUORUMS

Section I.

Elections for the Board of Directors will be staggered annually every 2 years before the beginning of the Fiscal Year for Team Officers. A quorum for special elections or decisions that are required to support the administration of the Association can be initiated by any Team Officer at his or her discretion in accordance with the Bylaws of this Constitution. Nominated Officers for General Elections must be an active member not on probation and received a General Discharge or better from the military.



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A) Quorums

- i. The governing body must consider the wishes of the players and come to a majority vote for any issues needing resolution such as reimbursement of funds dispersed, team selection, ice time scheduling, or the removal of a player per Article IV, Section III.

B) General Elections

- i. All votes must be received before the beginning of the fiscal year.
- ii. Officers shall be elected by secret ballot.
 - a. Only Members not on probation are allowed to vote.
 - b. An Election Chair and Committee will be privy to the secret ballot information but must keep it confidential before results are shared with the BODs.
- iii. All Officers will be voted on at the same time.
- iv. The Membership Chair will inform the Election Chair of the population of the General Membership.
- v. All Members nominated for an Officer's position will be listed on the ballot in order their nominations were received by the President.
- vi. A simple majority, fifty-plus-one (50%+1), is needed for election to Office.
- vii. If there are multiple candidates and no one achieves the simple majority, a run-off will be held.
 - a. The Election Chair will announce there will be a run-off election.
 - b. The run-off election will be held as soon as possible.
 - c. The run-off election will proceed just as the original election did.
 - d. The run-off election will include the two candidates who ranked first and second in the vote total.
 - e. The candidate who receives a simple majority, fifty-plus-one (50%+1), shall be declared the winner.

Section II.

If a quorum is not possible, electronic or telephonic vote may be initiated by the President. The Election Chair may initiate an electronic or telephonic vote during a General Election in accordance with the Bylaws of this Constitution.

Article VIII – ADMINISTRATION

Section I.

The FCW Association shall be administered in accordance with this approved Constitution and other applicable directives under the supervision of the governing body. The following paperwork will be kept on file per fiscal year beginning October 1st and ending September 30th.

- A) Minutes of meetings
- B) Annual financial statements and copies of receipts
- C) Annual audit reports



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- D) Copies of USA Hockey Insurance Confirmation numbers
- E) Current names, email addresses, and telephone numbers of the governing body
- F) Names of athletic participants
- G) Any major changes in organization activities, membership requirements, officers, objectives, constitution, by laws, management functions, or amendments to this constitution
- H) Any correspondence about applicability of Federal, State, or local laws

Section II.

The governing body shall carry out the purpose and mission of the organization by approving the transaction of its business in accordance with the approved Constitution and established policies, all Federal, State, and local jurisdictional laws will be met.

Article IX – FINANCES

Section I.

Revenue shall be derived primarily from fundraising, solicitations, sponsorships, and player dues. All fundraising will operate in accordance with IRS 501c3 policies and procedures.

Section II.

An annual audit shall be made on all financial records of the FCW Association. The audit shall be performed by a qualified auditor and conducted to adhere to the policies and procedures set forth by US Tax laws.

Section III.

The FCW Association will maintain all records and receipts of the organization's transactions. All monies belonging to the organization will be held in the organization's account. The DFO will furnish copies annually of the Asset and Liability ledger, as the monthly bank statements for review by the governing body in the month of September.

Section IV.

Events instituted by the governing body for the purpose of dispersing funds in advance or during the event will be at the discretion of the governing body.

- A) Single authority from the BOD to obligate any FCW Association monies for any expenditures without majority approval from BOD is not authorized
- B) Collections and donations from donors or from the general membership will be recorded using the best practical method. Once recorded, monies will be counted by at least two Team Officers for accuracy before depositing.

Article X. INSURANCE



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Section I.

All athletes are requested to have USA Hockey Insurance, however it is not required. All officially sanctioned FCW Association games or tournaments are at the players risk.

Article XII. ADOPTION AND AMENDMENTS

Section I.

The Constitution is adopted by approval of the governing body.

Section II.

Amendments and ratification of this constitution shall proceed herein:

- A) The President is empowered to propose amendments to this Constitution and bylaws upon approval of a majority vote of the governing body.
- B) Proposed revisions and amendments cannot be adopted for use from any other member of the governing body without approval from the President.
- C) Proposed amendments are ratified upon approval of the governing body.

Article XII. DISSOLUTION

Section I.

Upon the dissolution of the association by the initiative of the governing body, disposition of the remaining assets after all debts and obligations have been met will be entrusted to the Amerks Alumni of Rochester, NY.