

BYLAWS
404 Bulls Youth Development
Organization, Inc.

November 2019

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**Articles of Incorporation
Of
404 Bulls Youth Development Organization, Inc.**

The undersigned, a majority of whom are citizens of the United States, desiring to form a Non-Profit Corporation under the Non-Profit Corporation Law of Georgia do hereby certify:

Article 1.

The name of the corporation is 404 Bulls Youth Development Organization, Inc.

Article 2.

The street address of the registered office is 2910 Evans Mills Rd, Ste B119, Stonecrest, GA 30038. The registered agent at such address is Kennard Turner. The county of the registered office is Dekalb County.

Article 3.

The corporation is organized pursuant to the Georgia Corporation Code exclusively for charitable, religious, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article 4.

The name and address of each incorporator is:

Kennard Turner
2910 Evans Mill Rd, Ste B119
Stonecrest, GA 30038

Zachary Howard
2910 Evans Mill Rd, Ste B119
Stonecrest, GA 30038

Article 5.

The corporation will not have members.

Article 6.

The principle mailing address of the corporation is 2910 Evans Mill Rd, Ste B119, Stonecrest, GA 30038.

Article 7.

No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article Third hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

If reference to federal law in articles of incorporation imposes a limitation that is invalid in your state, you may wish to substitute the following for the last sentence of the preceding paragraph: "Notwithstanding any other provision of these articles, this corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this corporation."

Article 8.

Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

In witness whereof, the undersigned has executed these Articles of Incorporation this 27th day of November 2019.

Kennard Turner
President

SECTION 1 - LEGAL

The name of the organization shall be the 404 Bulls Youth Development Organization, Inc. It shall be hereafter referred to as the 404 Bulls.

The Federal Tax ID Number for the 404 Bulls is: ***CAN BE PROVIDED UPON REQUEST.***

SECTION 2 - PURPOSE

Section 2.1. Organization Mission

Our mission is to reach and teach the "whole" child. We will offer community-based sports programs that will invest in our youths mental, physical and social well-being. Moral principles, personal development, academics, athletics, community service and career exposure will be the core elements we use. We will continually provide equal competitive standards with emphasis on the safeguard of the physical and emotional health and welfare of each child involved. Youth sports will be the primary vessel we use to develop our future mothers, fathers, doctors, lawyers, policemen, athletes, politicians, and teachers.

Section 2.2. Organizational Principles

404 Bulls believes:

- That every young person is entitled to an opportunity to be successful.
- That athletics can provide valuable life lessons and access to educational, civic engagement and career opportunities.
- That financial obstacles should not be a barrier to a young person's pursuit of his/her love for athletics and his/her need for appropriate training.
- That young people learn to lead by leading and understand their value by being valued.
- Greatness in sports should be defined by a student-athlete's service to his/her community as much as for his/her statistics on the field of play.

Section 2.3. Organization Description

This organization is designed for children and youth ages 4-12 for 52 weeks ongoing. The specific purpose of this organization is to utilize sports as the avenue to meet the social, educational and moral needs of our youth. Realizing that our youth are faced with many challenges and obstacles, it is our desire and privilege to sow into the lives of our youth to help them overcome the temptations of the world. This organization will provide a good way to instill discipline, accountability, teamwork, and time management in all

individuals involved. Additionally, this program will strengthen family units and provide positive lifelong opportunities to enhance each person's life.

Section 2.4. Organization Eligibility

Participants must be between the ages of 4-12 to participate in the organization. Player's eligibility and placement will be in accordance with the league rules and regulations, regardless of gender, race, national origin, religion, age, marital status, or disability.

Section 2.5. Organization Learning Outcomes

This organization will provide children and youth ages 4-12 with the opportunity to become responsible persons who are physically fit, mentally fit and socially fit through athletics.

SECTION 3 - GOVERNANCE

Section 3.1. Board of Directors

404 Bulls will be governed by a Board of Directors. The Board of Directors will consist of the President, Vice President, Chairman of the Board, Chief Financial Officer (CFO) and Secretary.

Section 3.2. Executive Cabinet

The Executive Cabinet serves at the will of the Board and can only be removed with 3/4 vote of the Board of Directors. Executive Cabinet reports directly to the President. The Executive Cabinet shall consist of the following:

- Football Director
- Cheer Director
- Public Relations Officer (PRO)
- Community Relations Officer (CRO)
- Field and Equipment Manager
- Fundraising Coordinator
- Team Mom Manager

Section 3.3. Board of Trustees

The Board of Trustees will work in conjunction with the Board of Directors to help steer the direction of the organization. The Board of Trustees will assist with organizational planning, monitoring financial resources, recruit new board members and spread the word about the organization. The Board of Trustees shall consist of the Chairman of the Board, Vice Chairman of the Board and a ten-member board to fulfill each of the qualifications and or background:

1. Community Service Leader with significant social ties;
2. Business Entrepreneur with Gross Business income over \$250,000 dollars annually;
3. School Education Administrator with substantial experience in the field;
4. Government Official in the Community of the central location;

5. Attorney in the Community of the central location;
6. Non-Profit President with significant experience;
7. Media Professional with significant experience in Communications;
8. Doctor or Medical Professional in the Community of the central location;
9. Social Services Worker with significant experience in the field;
10. Real Estate and Construction Professional with significant experience in the field.

SECTION 4 - FINANCIAL STEWARDSHIP AND BUDGET ALLOCATION

Section 4.1. Income Sources

The 404 Bulls will have six income sources:

- Registration for Activities
- Sales from 404 Bulls Products and Services (not Tax Exempt)
- Donations from Businesses and Individuals in the community.
- Registration Fees from Events, Trainings, Camps and Conferences (not Tax Exempt)
- Tax Exempt Corporation and Organization Donations for Charitable Operations.
- Grants from Private/Public Trusts and Government Entities for Charitable Operations.

Section 4.2. Executive Financial Committee

There shall be an Executive Financial Committee (EFC) comprised of the President, CFO, and the Chairman of the Board. The EFC shall adhere to the Financial Policies as approved by the Board of Directors. Each Executive Cabinet member shall submit a budget day 1 of the fiscal year for their program to the EFC for approval and publication. The President shall create and publish a budget day 1 of the fiscal year for the Personnel Account, Capital Development Account and the Support Account. These guidelines do not pertain to ***Restricted Donations or Grants***. The income from Restricted Donations and Grants may only be used for the purpose outlined when the Donation/Grant was received.

SECTION 5 - CAPITAL PURCHASE

A Capital Purchase consists of any purchase or contract with a financial obligation of \$5,000 or higher. For a Capital Purchase to be made or contract to be entered into then there must be majority vote of the Board of Directors. A Capital Purchase predominantly refers to the acquisition of land, physical structures, vehicles or technology. However, a Capital Purchase may also be a financial obligation of greater than \$5,000 entered into a contract for an event or activity (i.e. camps, conference, etc.).

SECTION 6 - PROMOTION AND MARKETING BUDGET

No Program may spend more than five percent (5%) of the budget for any Program, event or activity on Promotion and/or Marketing expenses. This pertains to sales and service income, unrestricted monies and restricted donations and grants.

SECTION 7 - BENEVOLENCE POLICY

The 404 Bulls is prohibited from giving money to an individual, family, business or organization that has not completed a Financial Workshop of the Board of Directors choice. The 404 Bulls is prohibited from loaning money to any individual, family, business or organization. All monies given or donated are one-time gifts that shall not be paid back.

SECTION 8 - LEGAL AND ACCOUNTING

Section 8.1. Insurance

The 404 Bulls shall carry an appropriate General Liability Policy and Umbrella Liability Policy at all times. The 404 Bulls shall carry an appropriate Fire Insurance Policy on all owned buildings and structures. The 404 Bulls shall carry an appropriate Property Insurance Policy on all owned items within a leased structure or building. The 404 Bulls shall carry Full Collision Coverage on all owned vehicles. The 404 Bulls shall carry the appropriate Employee, Unemployment and Workers' Compensation Insurance for all personnel.

Section 8.2. Legal Counsel

The 404 Bulls shall have all contracts and agreements reviewed by legal counsel licensed in the State of the agreement. The 404 Bulls shall have all potential employment hires reviewed and vetted by legal counsel licensed in the State of the agreement. The vetting process will include background checks, reference checks, credit checks, employment history and family interviews.

Section 8.3. CPA Counsel

The 404 Bulls shall have all contracts and agreements reviewed by a licensed CPA in the State of the agreement. The 404 Bulls shall have all tax related forms and contracts reviewed by a licensed CPA in the State of the agreement. The 404 Bulls shall have all employment agreements and salary packages reviewed by a licensed CPA in the State of the agreement for integrity, quality and validity. The 404 Bulls shall have tax-related documents prepared and reviewed by a licensed CPA in the State of the tax.

Section 8.4. Annual Internal Audit

The 404 Bulls shall have an internal audit done in the first month of the fiscal year done for the previous fiscal year. The process of this audit must account for every dollar spent and must be accompanied by a documented and verified explanation for all accounts. The 404 Bulls shall use an independent and licensed CPA to complete the internal audit.

SECTION 9 - DUTIES OF DIRECTORS AND EXECUTIVE CABINET MEMBERS

Section 9.1. Board of Directors

Duties of the Board of Directors shall be:

- Transact necessary business between meetings and other business as may be referred to it by the organization.
- To create committees.
- To approve the plans of work of the committees.
- To attend all meetings of the Board of Directors.
- To determine all fundraising programs.
- To determine fees to be charged for each sport and/or age group.
- To approve or revoke any volunteer position within the Governing Association including Coaches, Field Marshall, Workers, etc.

Section 9.2. Executive Cabinet

Duties of the Executive Cabinet shall be:

- Oversee all matters concerning football and cheer operations.
- Handle and process with County, all background checks for coaches along with the President.
- Handle all disciplinary issues and complaints concerning coaches and players.
- Work with all coaches to ensure proper procedures, expectations, and safety guidelines are followed during the football season.
- Shall resolve all protests or issues with the playing entity that the 404 Bulls is participating that season. All issues/protests must be reported to the Board of Directors within 72 hours.
- Shall assume responsibility for all advertising and fundraising activities.
- Responsible for ensuring all coaches are certified and have attended a coach's clinic that will be set up locally for all new and returning coaches prior to beginning the season.
- Will govern the Parent Handbook and ensure parents are informed of upcoming events and meetings pertaining to the 404 Bulls.

SECTION 10 - COACH ELIGIBILITY AND EXPECTATIONS

Section 10.1. Background Check

Every coach will be expected to fill out and pass and *pay the necessary fee* to receive a *Peopletrail* approved Background Check Form, prior to being eligible to coach or assist with a team apart of the 404 Bulls. Upon approval by the Board of Directors, the coach will be granted the ability to participate and coach in the aforementioned organization. *This will also include any assistant coaches. ALL coaches are expected to follow proper procedure as it pertains to obtaining badges and presenting those badges prior to being allowed to participate in each scheduled game. The badges are to be worn at all times during game commencement.*

Section 10.2. Coach Expectations

- Every coach will be expected to act in a professional manner and abstain from the use of vulgarity and foul language.
- Use of alcoholic beverages or tobacco products is prohibited on the practice fields or game fields at all times.
- ***EVERY coach is expected to attend coaches' meetings regularly.*** If the Head Coach cannot attend, he/she will need to have representation at said meeting. Coaches who are absent more than 2 meetings may be subject to revocation of rights to coach under the 404 Bulls. This will be determined by the Board of Directors.
- An approved coach is expected to be prompt to practices and games.
- Coaches are expected to hold themselves to the highest manner of integrity.
- All coaches will need to be officially certified with USA Football at the coaches' expense.
- Coaches will also be liable for effective communication to the parents, players, and coaches participating on his team.
- Coaches are expected to be fair and courteous at all times and are expected to understand and participate within the rules governing recreational football.
- Coaches are expected to encourage support and involvement of the Parents and Team Members of his respectful team, in all matters pertaining to the 404 Bulls.
- Coaches are expected to abstain from slander, false assumptions, and demeaning of any Board of Director or fellow coach of the 404 Bulls.
- Coaches are also expected to participate in all events pertaining to the 404 Bulls, this also includes official Workdays, community service initiatives, etc.
- If a head coach or assistant coach has been banned from coaching from another Dekalb County Park, then said coach would not be allowed to coach for the 404 Bulls.

Coaches will be expected to ensure their team is present and available for scheduled events such as, games, pictures, jamboree events, cheerleading competition and fundraisers.

Failure to follow any of the above-mentioned guidelines will result in suspension of coaching privileges and furthermore expulsion from the 404 Bulls.

SECTION 11 - DISSOLUTION

In the event that the 404 Bulls dissolves:

- All physical assets must be sold, and the monies be distributed to a 501(c) 3 organization.
- All unrestricted monies must be distributed to a 501(c) 3 organization.
- All restricted monies must return to the donors.
- All financial obligations must be met before any money can be distributed to a 501 (c) 3 organization.
- All records must in their entirety be stored at a locked and safe storage facility or in the care of the current President.
- The logo and trademarks must be destroyed and never used in any way on any new print, publication or promotion.
- All products must cease to be created and/or sold.
- All services must cease to be offered.

SECTION 12 - AMENDEMENTS

Subject to the power of the members, if any, of this corporation to adopt, amend or repeal the Bylaws of the corporation and except as may otherwise be specified under provisions of law, the Bylaws, or any of them, may be altered, amended, or repealed and new Bylaws adopted by approval of the Board of Directors.