



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 Hockey, Inc. (D.B.A. Flower City Warriors) 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.

Organizational 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 in Rochester, NY, as an incorporated association under the proclamation set forth by the governing body elected by the general membership. The association shall adhere to the following conditions:

- A. Programs and activities conducted shall not prejudice or discredit the military services or agencies of the United States Government.
- B. Neither an appropriated fund activity nor a non-appropriated fund instrumentality shall assert claims to the assets of this organization, nor incur or assume any obligation of any private organization, except as may arise out of a contractual relationship.
- C. This organization will not engage in activities that conflict with the authorized activities of the VA or fund instrumentalities defined by Congress.
- D. The nature, function, and objectives of this organization, together with the provisions for the proper disposition of residual assets and liabilities upon dissolution, will be established in these bylaws.
- E. This organization will be not-for-profit and will adhere truthfully to the FCW Mission Statement.
- F. This organization will not seek to deprive individuals of their civil rights.
- G. This organization will neither propagate extremist activities nor advocate violence against others or the violent overthrow of the government.
- H. 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



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- A. To create an opportunity for active military members, DoD civilians, veterans, retired veterans, and their family members that focuses on team development through competitive sports.
- B. To ensure a diverse environment of year-round recreation and individual development through motor skill training, endurance, and community representation.
- C. To assist in covering the monetary expenses of the players through fundraising events, solicitation, and voluntary sponsorships.

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 these bylaws.

- A. A copy of the member's signed Code of Conduct (Appendix A) will be on file for record. 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 one 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 exceeding one 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 serve on a committee.
 - iii. At the end of the member's probationary period, a majority vote of acceptance by the Team Officers must be conducted to reinstate the member.
 - iv. Any action that damages the good reputation of another member, whether by slander or libel in public discourse, is not tolerated among any members.
 - v. The details of any delinquency will be held in strict confidentiality by the Team Officers and governed by our Code of Conduct.
- C. Full Membership in Flower City Warriors shall require the payment of player dues, as authorized by Article IX, Section I.
 - i. Veterans may pay a monthly rate of \$10, or an annual rate of \$100. Volunteers may pay a monthly rate of \$5, or an annual rate of \$50.
 - a. A veteran who wishes to be a due paying member but whose injuries prevent him or her from participating athletically may pay at the Volunteer rate.



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- ii. Dues shall be collected primarily for the purpose of paying overhead and administrative costs. Any surplus shall be used to benefit due paying members.
 - a. The Board may offer special considerations to due paying members at their discretion, including but not limited to exclusive apparel and memorabilia, roster priority, consideration for promotional events, etc.
- iii. Due payments may be made at any time, but depending on payment date, may impact a player's rights and opportunities within the organization, including but not limited to roster slots, elections, Board eligibility, etc.
- iv. A non-due paying member may not
 - a. Serve on a committee
 - b. Benefit from monetary donations made to Flower City Warriors
 - c. Receive benefits exclusive to due paying members, including but not limited to challenge coins, player specific apparel, complimentary raffle tickets, etc.
- v. A non-due paying member may participate in events reserved to due payers by paying the per player cost of the event.
 - a. The per player cost of the event shall be calculated based on a 10-man roster, regardless of the amount of players rostered, and may include expenses unrelated to the event's entry fee, including but not limited to hotel, travel, food and beverage, etc.
 - b. Payment by a non-due paying member will be put towards the event itself, not towards that player's dues.
- vi. A non-due paying member may purchase a jersey set but must coordinate with the Board while doing so to ensure that no duplicate numbers are ordered.
 - a. The non-due paying member must pay the full cost of the jersey set to be paid to the jersey supplier. This payment will not count towards the player's dues.
 - b. The jerseys of the non-due paying member will not include a "sponsor" patch.
- vii. A failure or refusal to pay dues will not impact a player's ability to:
 - a. Receive team communication.
 - b. Attend community service or outreach events in which Flower City Warriors is involved but does not directly manage
 - c. Attend Amerk Alumni Skates.

Section III.

The rights and responsibilities of the general membership exist under any circumstances outlined in this section.

A. Removal by General Membership

- i. A member of the general membership may bring forth a petition to remove a member or volunteer from the organization to the Team Officers.



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- a. The petition must include the signatures of one-third (33%) of the general membership.
 - b. The petition to the Team Officers must state the reasoning for the removal, as well as provide any documentation or evidence supporting the petitioner's claims.
- ii. A Membership Chair will be formed to verify the petition's legitimacy.
 - a. Upon verification, notification must be made to the general membership by the Team Officers.
 - b. The Membership Chair will issue a statement that includes:
 - 1. The number of 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 seventy-two (72) hours have 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 over half the General Membership votes to remove (fifty-plus-one, or 50% + 1), the member in question will be placed on probation for a discretionary period determined by the Team Officers.
 - b. If the General Membership does not reach the above threshold, the member in question remains an active member.
- B. Due paying members may actively propose changes, events, and expenditures for the general operations of the team only through a committee. Committees may be used to either execute a function approved by the Board or to provide a recommended action to be taken, in accordance with Article VI, Section II, Paragraph B.

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)
- C. Director of Finance (DFO)
- D. Director of Communications and Public Outreach (DCO)
- E. Director of Fundraising (DOF)

Section II.

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



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- A. The President will take overall responsibility to ensure these duties are fulfilled and will have the executive privilege to:
 - i. Nominate candidates with the acceptance of interest from a general member and a formal request to the Board of Directors. The President may narrow the nominations to include no more than five candidates per position.
 - ii. Remove another Team Officer for “Financial Negligence” resulting in the loss of accountability for Flower City Hockey, Inc. assets or funds. Due process will only exist under the Code of Conduct and not for “Financial Negligence.”
 - a. The Team Officer being relieved of their duty for “Financial Negligence” may file an appeal to the Board of Directors for review and action, calling for a majority vote among the BODs for removal per Article IV, Section III.
- B. Team Officers will be selected by popular vote and must fulfill their appointed duties for no less than one year. All Team Officers must be veterans 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, excluding the Officer being removed, or the general membership can petition for removal per Article IV, Section III. Once removed, the BOD will follow the same guidelines for appointment per Article VII.
- D. In rare or extreme cases, such as immediate family needs, employment-related circumstances, or imprisonment, a special appointment may be initiated by the governing body to select a new Officer or Officers to complete the resigning Officer's term.
 - i. Any member of the governing body may resign from their responsibilities after one year unless special circumstances exist.
 - ii. Upon resignation, the President may nominate up to five replacements for appointment per Article VII.
- E. Elected Officers shall allow all due paying members the opportunity to form a committee with Board approval to recommend changes to the organization. The Team Officers will consider the opinions of the members before making any final changes to the organization's structure, image, or bylaws.

Article VI – DUTIES OF THE OFFICERS

Section I.

The officers of the FCW Association may consist of five elected volunteer members, but no fewer than three, as prescribed in Article V of these bylaws:

- A. President, CEO
 - i. Responsible for the overall management of the team.
 - ii. Oversees scheduled games and tournaments, structured practice sessions/tryouts, assigned positions, and lines for each game.



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- iii. Enforces team discipline and provides guidance on the conduct of the players. Enforces policies and regulations per Federal Law for a 501(c)(3) Association.
- iv. Writes policies 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 assigns duties within the scope of work for the DES, DFO, and DCO.
 - iii. Reinforces team policies and procedures for the organization as constituted by the President and the FCW Code of Conduct.
- C. Director of Finance (DFO)
 - i. Manages the FCW Association's asset and liability ledger and directs qualified personnel on audits required in accordance with applicable law as it relates to 501(c)(3) 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 the FCW Association.
 - iv. Acts as a delegate of the President or Director of Hockey Operations in the absence of leadership.
- D. Director of Communications and Outreach (DCO)
 - i. Primary role is to seek revenue streams and manage communication for FCW, including but not limited to FCW apparel, charity games, and sponsorship engagement.
 - ii. The DCO will act as a delegate for all sponsor-related activities relative to FCW player support and may serve as a liaison between the governing body and major sponsors.
 - iii. The DCO will also create and monitor marketing for the team as agreed upon by the governing body and execute those plans.
 - iv. The DCO acts as a delegate of the President or Director of Hockey Operations in the absence of leadership.
- E. Director of Fundraising (DOF)
 - i. Works with the rest of the Board of Directors to promote FCW to the public
 - ii. Solicits donations and sponsorships from individuals and organizations for the betterment of FCW.
 - iii. The DOF acts as a delegate to the President or Director of Hockey Operations in the absence of leadership.

Section II.

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



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A. Team Captains (TC)

- i. The TC will act as the on-ice representative for FCW sanctioned games. The primary role of the Team Captains will be to obtain guidance from the HC and communicate game plans to the team.
- ii. The TC will work with the players to find the best fit for each game, situation, and act as a mediator in player disputes.
- iii. The Team Captain and the HC will be the only personnel that talk to the referees during the game and communicate special teams and strategy during gameplay.
- iv. The TCs are encouraged to work closely with the HC and the board of directors and notify them of any possible issues that may arise.
- v. An Alternate Captain(s) will be appointed by the HC to assist the TC in their duties or absence.

B. Committee Chair

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

C. Equipment Manager

- i. Handles all equipment issues for players and manages the team equipment locker.
- ii. Prepares jersey orders and other items needed for games and practices.
- iii. Engages with players in need of equipment to gift or issue based on their needs.
- iv. Ensures pucks, water bottles, and jerseys are available for all on-ice sessions and games.
- v. Reports to the Director of Hockey Operations

D. Head Coach (HC)

- i. The HC will preside over FCW-sanctioned team games and rosters. The primary role will be to obtain guidance and communicate support for individualized team structures as needed.
- ii. The HC is responsible for developing line combinations or roster substitutions for each game. Head coaches will collaborate with the Board on roster selection and implementation. The board retains final roster approval.
- iii. HC and Team Captains will be the only personnel that talk to the referees during the game and communicate special teams and strategy during gameplay.
- iv. HC will create, develop, and implement practice plans with support from the Team Captain.
- v. The HC must appoint an Alternate Captain(s) to assist the Team Captain.

Article VII – ELECTIONS, MEETINGS, AND QUORUMS



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Section I.

Elections for the Board of Directors will be held annually every two years before the beginning of the Fiscal Year. A quorum for special elections or decisions required to support the administration of the Association can be initiated by any Team Officer at their discretion in accordance with these bylaws. Nominated candidates for General Elections must be active members not on probation and must have received a General Discharge or better from the military.

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 have access to the secret ballot information but must keep it confidential until results are shared with the Board of Directors (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 the order their nominations were received by the President.
- vi. An absolute majority (fifty-plus-one, or 50% + 1) is needed for election to office.
- vii. If there are multiple candidates and no one achieves an absolute majority, a runoff will be held.
 - a. The Election Chair will announce that there will be a runoff election.
 - b. The runoff election will be held as soon as possible.
 - c. The runoff election will proceed in the same manner as the original election.
 - d. The runoff election will include the two candidates who ranked first and second in the vote total.
 - e. The candidate who receives an absolute majority (fifty-plus-one, or 50% + 1) shall be declared the winner.

C. On August 1st of even numbered years, the Board will formally announce the election and allow candidacies to be declared.

- i. Candidates must be a due paying member of the organization for at least 6 months prior to the start of the upcoming fiscal year (April 1st).



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- ii. Candidates may provide the Board with a short, written statement to be disseminated to the general membership.
- iii. All candidacies must be declared by August 14th.
- iv. On August 15th, the Board will announce those individuals who have declared their candidacy and what positions they are running for, as well as share each candidate's written statement.
- v. At midnight on September 1, the Board will commence the election.
 - a. The election shall be open to any veteran within the organization who is both current on their due payments and has been a due paying member of the organization for at least 3 months prior to the start of the upcoming fiscal year (July 1st).
- vi. The election shall conclude at midnight on September 4th. The election results will be tallied and announced no later than 6PM that day. Any run-off elections required by Article VII, Section 2, Paragraph B(vii) of these bylaws will be announced and begin at midnight on the 4th, to conclude no later than midnight on the 7th.
- D. If necessary, the outgoing Board of Directors shall meet with the incoming Board of Directors between the end of the election and the start of the fiscal year to ensure that all accounts and assets are handed over and in full control of the incoming Board by the start of their term.
- E. The outgoing board will retain ownership of all events that were planned during their tenure, only relinquishing those duties once those events have concluded.

Section II.

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

Article VIII – ADMINISTRATION

Section I.

The FCW Association shall be administered in accordance with these approved bylaws 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
- 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, bylaws, management functions, or amendments to these bylaws



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H. Any correspondence regarding the 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 bylaws 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 501(c)(3) policies and procedures.

Section II.

An annual audit shall be conducted on all financial records of the FCW Association. The audit shall be performed by a qualified auditor and conducted in adherence to the policies and procedures set forth by U.S. 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 well 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. No single authority from the BOD may obligate any FCW Association monies for any expenditures without majority approval from the BOD.
- 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

Section I.

All athletes are requested to have USA Hockey Insurance; however, it is not required by the organization. Tournament play may have different requirements. All officially sanctioned FCW Association games or tournaments are at the players' risk.

Article XI – ADOPTION AND AMENDMENTS

Section I.

These bylaws are adopted by approval of the governing body.

Section II.

Amendments and ratification of these bylaws shall proceed as follows:



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- A. The President is empowered to propose amendments to these bylaws upon approval of a majority vote of the governing body.
- B. Proposed revisions and amendments cannot be adopted for use by any other member of the governing body without approval from the President.
- C. Proposed amendments are ratified upon approval of the governing body.
- D. Amendments ratified are not retroactive and shall have an effective date consistent with the document revision date in which they were added to these bylaws. They may not be used to revisit or relitigate events, issues, or decisions made before their ratification.

Article XII – DISSOLUTION

Section I.

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



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APPENDIX A – CODE OF CONDUCT

As former members of the military, while wearing our jersey you will be expected to act as ambassadors for our community, exemplify our ethos, and our mission statement.

The Flower City Warriors Mission Statement:

To provide a recreational hockey team for military veterans, active military, reserves, and their family members in Rochester, NY. Flower City Warriors 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.

Code of Conduct:

1. Remember that safety, skill, and fair play are paramount.
2. Maintain the highest principles, integrity, and dignity for the sport of hockey.
3. Acceptance of an athlete's strong desire to compete but never compromising the respect for the rules and opponents.
4. Know all playing rules, their interpretations, and their proper application.
5. Play with honor and integrity, placing these values above winning.
6. Recognize that doing one's best is more important than winning.
7. Play for the "fun of it" and uphold the spirit of the FCW Mission Statement.
8. Players are encouraged to avoid over-zealous or over-aggressive play.
9. Players and family are responsible for their conduct on and off the ice during all FCW events.
10. Avoid a "win at all costs" attitude.

Applying FCW Hockey Ethos:

1. Support and encourage your teammates, as well as all other players and referees. Without them, there would be no competition.
2. Compete with honor, and direct all comments towards performance, not the athlete.
3. Consistently display high personal standards, and project an image that is consistent with our military heritage.
4. Treat opponents and officials with due respect, both in victory and defeat.
5. Convey a consistently positive attitude toward teammates, officials, family members, and coaches.
6. Encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every game.

Failure to adhere to the code of conduct may result in suspension or expulsion.