



GOVERNING MANUAL

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NAGAAA Governing Manual

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VOLUME 1 – ARTICLES OF INCORPORATION

Article One – Name

1.1 The name of the organization is the North American Gay Amateur Athletic Alliance-Open Softball Division, Inc.

Article Two – Existence

2.1 The period of existence is perpetual

Article Three – Purpose

3.1 Said organization is organized 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 I (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

3.2 To be a nonprofit organization dedicated to the promotion of amateur sports competition, particularly softball, for all persons regardless of age, sexual orientation or preference, with special emphasis on the participation of members of the LGBT Community; and to otherwise foster national and international sports competition by planning, promoting and carrying out amateur sports competition.

3.3 To establish uniform rules and regulations for amateur sports competition organized or conducted by this organization.

3.4 To organize and conduct any regional championship playoffs among member teams and organize and conduct a Gay Softball World Series; the further purpose of the corporation being to organize, promote and conduct the best possible tournaments in LGBT athletics; and to otherwise foster national and international sports competition.

3.5 To encourage the education and training of the proper skills of athletics, particularly softball, by promoting clinics, seminars and training courses.

3.6 To plan, promote and carry out other exempt activities that serve the welfare of the public at large.

3.7 To raise, collect, administer and dispense funds for the purposes set forth in the Articles of Incorporation.

3.8 To carry out all of the purposes stated solely within the scope and meaning of Section 501 I of the Internal Revenue Code of 1954 or corresponding section of future tax code.

Article Four – Members

4.1 The corporation shall have no members.

Article Five – Directors

5.1 The general management of the affairs of the corporation shall be vested in the directors of the corporation.

5.2 The term of office of the initial directors shall be until the first meeting of the incorporators and the initial board of directors.

5.3 The number of subsequent directors and their qualifications, manner of election and term of office shall be specified in the Bylaws.

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5.4 The number of directors shall not be less than three (3).

Article Six – Disbursements

6.1 No part of net earnings of the corporation shall inure to the benefit of, or be distributed to its members, trustees, or other private persons, except that the organization 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 the purpose clause hereof. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation; and the organization shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provisions of this document the organization shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code; or (b) by an organization, contributions to which are deductible under section 170(c) (2) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Article Seven – Operations

7.1 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 Eight – Dissolution

8.1 Upon the dissolution of the organization, assets shall be distributed for one (1) or more exempt purposes within the meaning of the section 501l (3) of the Internal Revenue Code, or 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 disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the organization is then located, exclusively for the purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

VOLUME 2 – BYLAWS

CHAPTER 1 – MEMBERSHIP

1.01 **Membership:** Upon proper petition and qualification, membership in this organization shall be granted or denied by action of the Council. Petitions for membership are to be completed in the form and manner provided by the committee assigned membership duties and to the committee’s satisfaction before presentation to a regular meeting of the Council. That committee shall offer a recommendation on the petition of the prospective member to the Council.

- a. Voting for new members shall occur during the New Business section of the meeting.
- b. Approval for membership requires a majority vote of the Council in the meeting it is requested. If, by any reason, a petitioning association is denied membership, the association will not be allowed to petition for membership again until two (2) successive meetings (e.g., if rejected at the Winter Meeting, the association will not be able to apply again until the next year’s Winter Meeting).
- c. Membership dues and deadlines are outlined in the Master Dues, Fines, and Fees Schedule (Chapter 70).

1.02 **Qualifications:** For any membership petition to be considered by the Council, the committee assigned membership duties must affirm to the Council that all of the following qualifications have been met: (a) The petitioning association has operated a league for two (2) consecutive calendar years preceding the meeting of consideration of the membership petition with a minimum of four (4) teams registered in each of those years; (b)

103 The petitioning association identifies itself as a sports organization in the LGBT community of its metropolitan
 104 area; and (c) The petitioning association's representative attended the immediately two (2) preceding regular
 105 Meetings.

106 a. The two-year operating minimum criteria can be waived at the request of the committee and a two-thirds
 107 majority of the Council.
 108

109 **1.03 Interdependence of Members and NAGAAA:** Members of NAGAAA and the organization of NAGAAA are
 110 interdependent bodies, each mutually benefitting from one another and each with expectations to one another.
 111 Other than fulfilling the expectation of membership provided for in these bylaws or authorized by these bylaws, it
 112 is understood that NAGAAA has no power to compel or direct the governance or operations of Member
 113 Associations. The Board of Directors may interact with Member Associations to help mediate conflicts or resolve
 114 differences as requested. Additionally, the Board of Directors of NAGAAA shall, when receiving or engaging in
 115 communication with individual members of Member Associations, communicate through and direct issues to the
 116 Member Association's leadership.
 117

118 **1.04 Expectations of Membership:** Membership in this organization is critical to the operations and goals of
 119 this organization. Member associations, their individual members, and volunteers or staff members of the
 120 NAGAAA organization are expected to adhere to the common set of expectations.

121 a. Conduct: Each Member Association is expected to perform in and to the spirit of the NAGAAA Open
 122 Softball Division, Inc. Code of Conduct, policies and procedures. NAGAAA's Code of Conduct consists of
 123 four fundamental principles:

124 i. **Diversity:** We expect NAGAAA affiliates to honor all the diversity within the organization, treating
 125 everyone with dignity and respect.

126 ii. **Integrity:** We expect all NAGAAA affiliates to be straightforward, honest, and adhere to
 127 sportsmanship in all organizational dealings.

128 iii. **Objectivity:** We expect all NAGAAA affiliates should not allow bias, conflict of interest or outside
 129 influence to override their judgement.

130 iv. **Honorable Behavior:** We expect all NAGAAA affiliates to comply with relevant laws and
 131 regulations and avoid any action that could negatively impact the reputation of our organization.

132 b. Association Participation: Each Member Association must comply with and report the information of its
 133 activities and leadership as determined by the Board of Directors and pay all dues, fines, and fees by the
 134 date due. Member Associations are required to attend the meetings of this organization. Failure to report
 135 all required information, attend as required, and/or pay all monies due may result in suspension of voting
 136 rights and/or suspension or termination of membership, including possible other sanctions, until such
 137 time as compliance is achieved.

138 c. Athletic Participation: Each Member Association shall register the minimum number of regular season
 139 teams in a qualifying season in a calendar year and shall register the minimum number of teams for the
 140 Gay Softball World Series (GSWS). Additionally, each Member Association shall have a player registration
 141 system that requires players to declare whether the association is their GSWS-qualifying association and
 142 any other associations in which the player have, will or may play. Requirements and exceptions to this
 143 requirement shall be stated in policy documents of this organization.

144 d. Legal Issues: No Member Association or individual may enter into a legal agreement using the
 145 incorporated name of this organization without the written consent of the Board of Directors. Members
 146 of this organization will adhere to the Conflict of Interest Policy of this organization. All Members
 147 Associations, voting representatives, committee chairs and members, board directors, staff, and
 148 volunteers shall return all organizational property and materials to the Commissioner within ninety (90)
 149 days after the end of term of service to the organization.

150 e. Privacy: Use of the directories of this association is limited to official NAGAAA business only.
 151 Reproduction, sale, rental, lease, or use of the directories or any of its contents by any person or group
 152 other than the Board of Directors or member associations is strictly prohibited.

- 153 f. Local Tournaments: Member Association Tournament Directors/League Officers utilizing NAGAAA ratings
 154 in a local tournament must verify those ratings are current and accurate. Team rosters must include the
 155 person's name, date of birth, and each rating question. All local tournaments must have a clearly defined
 156 protest process.
 157

158 **1.05 Suspension/Termination of Membership:** Member Associations and/or individual members of Member
 159 Associations may be suspended, for a time certain or indefinitely, and/or terminated from membership in this
 160 organization by a two-thirds (2/3) vote of the Council following a hearing before the Council, in a form and manner
 161 provided for by the Ethics Committee, unless provided for differently by express language in these bylaws. A
 162 period of suspension may be ordered by the Council which may include specific restorative and accountability
 163 requirements and/or other sanctions, which if not met, may result in termination of membership. Automatic
 164 suspensions for failure to pay membership dues by the deadline established may be issued and repealed by the
 165 Commissioner.
 166

167 **1.06 Reinstatement of Membership Following Suspension or Termination:** The Council may reinstate a
 168 suspended Member Association following a review by the committee assigned membership duties of the
 169 complaint leading to suspension and any corrective actions taken regarding the nature of the complaint. The
 170 Council may reinstate a suspended and/or terminated individual member of a member association following a
 171 review by the Ethics Committee of the complaint leading to suspension and/or termination and any corrective
 172 actions taken regarding the nature of the complaint. Member Associations or Individuals suspended for a time
 173 certain are automatically reinstated to good standing following the expiration of the time of suspension provided
 174 that qualifications for membership continue to be met. Terminated Member Associations shall only be eligible for
 175 reinstatement through the process of petitioning for membership in the organization.
 176

177 CHAPTER 2 – COUNCIL

178
 179 **2.01 Authority and Purpose:** The Council shall be the legislative body of this organization. All committees,
 180 boards, officers, staff, and volunteers are subordinate to the authority of the Council. The Council is limited in its
 181 power only by the provisions of these bylaws, the Articles of Incorporation, and the Laws of the State of Wisconsin.
 182 The Council is created to give policy direction to the operations of NAGAAA; act on legislative proposals
 183 appropriate for the fulfillment of policy functions; elect officers of the organizations; create committees that assist
 184 the officers in the operations of the organization; act on matters relating to membership; and to support and
 185 promote the work of this organization.
 186

187 **2.02 Composition:** The Council shall be composed of one (1) voting representative from each member
 188 association and the voting members of the Board of Directors. The voting representative from each member
 189 association shall furnish credentials in the form and manner provided by the committee assigned membership
 190 duties attesting that he/she and any listed alternates represent the Member Association on the Council. Failure to
 191 provide such attestation shall be cause for immediate revocation of voting and voice rights on the Council until
 192 such time as remedy is made. Voting representatives, properly credentialed, remain as voting representatives,
 193 until such time as new credentials are furnished by a member.

- 194 a. A voting representative or alternate voting representative from a member association shall be or have
 195 been in the twelve months prior to the Council meeting: a board member of that association, a player
 196 declaring that association their qualifying association, and/or an active member of that association.
 197

198 **2.03 Parliamentary Authority:** The rules contained in the latest edition of *Robert's Rules of Order Newly*
 199 *Revised* shall govern the organization and all its bodies in all cases to which they are applicable and in which they
 200 are not inconsistent with these bylaws and any special rules of order the organization may adopt. Attendance by a
 201 majority of those Council members granted the right to vote constitutes a quorum for any meeting of the Council.
 202 All main motions shall be delivered in writing, in the form and manner provided for by the Secretary.
 203

204 **2.04 Right of Vote:** Each voting representative of the council and the members of the Board of Directors shall
205 be entitled to one (1) vote. The Commissioner shall only be allowed to cast a vote in elections for officers of this
206 organization or, on other matters, to cast a vote to affect the outcome. No member association shall be entitled to
207 more than one (1) vote by its designated voting representative or alternates on any question pending before the
208 Council or any of the subordinate functions (e.g., committees) of this organization, not including the Board of
209 Directors.

210
211 **2.05 Right of Voice:** The right of voice at the meetings of the council is extended to the voting representatives
212 of each member, the board of directors, committee chairs not serving as voting representatives, staff, volunteers,
213 and any other person as approved by the council or by the board of directors. Committee chairs not serving as
214 voting representatives shall be given the privilege of proposing questions and matters of business to the council
215 but shall not be allowed voting rights.

216
217 **2.06 Meetings:** The Council will conduct two (2) Regular Meetings in a calendar year. The annual Winter
218 Meeting will be held on or before March 31 in any year and shall not be held on the same weekend as the annual
219 Championship game of the National Football League. The annual Summer Meeting will be held in conjunction with
220 the GSWS in that year's host city and shall end no later than Columbus Day of any year. Special Meetings may be
221 petitioned for by at least two (2) members of the Board of Directors or by the signatures of a majority of the
222 members of the Council, in a form and manner provided for the Governance Committee. Said petition must
223 include whether the meeting will be in held by physical attendance of the voting representatives or electronic
224 means and include all items of business to be discussed at the special meeting. Only those items of business listed
225 on the petition for the special meeting shall be considered at that meeting.

226
227 **2.061 Notice of Meetings:** Written or printed notice stating the date, time and place of each Regular Meeting or
228 a Special Meeting to held in physical attendance of the voting representatives will be delivered by electronic
229 means to each Member Association at least thirty (30) calendar days prior to the convening of said meeting. Notice
230 shall be delivered in the same manner for a Special Meeting to be held by electronic means at least seventy-two
231 (72) hours prior to the convening of said meeting. A proposed agenda and items of business that have
232 been appropriately submitted in the form and manner provided by the Governance Committee shall be delivered
233 at least fourteen (14) calendar days prior to the convening of said meeting.

234
235 **2.07 Deadline for Submission of Items of Business:** For all Regular Meetings of the Council, member
236 associations may submit items of business for consideration by the council in the form and manner provided for by
237 the Governance Committee no later than thirty (30) days prior to the convening of the regular meeting. Any
238 motion, having the effect of adding an item of business for consideration not so submitted, shall require a majority
239 of the Council members present to allow the item to be considered. Petitions to the Ethics Committee on matters
240 of discipline are subject to other deadline rules as authorized in the policies of this organization. The Secretary
241 shall provide notice to the member associations of these deadlines.

242
243 **2.08 Elections:** The Council shall elect members of the Board of Directors to specific office. Elections shall be
244 held at the Winter Meeting. Individuals active in member associations, the Council, and any active NAGAAA official
245 shall be eligible to nominate persons for office. Nominees shall be subject to background check. The Board of
246 Directors shall create a policy governing the nominations and background check requirements and communicate
247 said policy to the Council, which shall include the following provisions: 1) Nominations may be submitted beginning
248 at the adjournment of the Summer Meeting and shall end no earlier than 11:59pm (PST) of the forty-fifth (45)
249 calendar days prior to the convening of the following Winter Meeting.; 2) Persons nominated shall have fifteen
250 (15) calendar days, after the close of nominations, to accept or decline the nomination.

251 a. **Election of Directors:** The Council shall elect the directors of this organization. Each nominee will be given
252 the opportunity to address the Council prior to the first ballot. Votes will be conducted by secret ballot
253 unless a nominee is unopposed for election at which time a motion for a unanimous ballot shall be in
254 order. A majority of the votes cast, including abstentions, is required for election. If no nominee receives a

majority on the first ballot, the nominee receiving the least votes shall be removed and a second ballot conducted in the same manner as the first. Ballots will continue to be conducted in the same manner as the first until such time as a nominee receives a majority of the votes cast. In the event of a tie on any ballot, the nominees engaged in the tie shall remain on the following ballot. In the event where two (2) successive ballots have been cast on which there were only two (2) nominees and neither nominee has received a majority of the votes cast, including abstentions, the third ballot cast in this manner shall be the final ballot cast where only a plurality of votes for a nominee is required to be elected, except no nominee shall be elected on any ballot cast in this manner which resulted in a tie. Any ballot recording a tie shall require a following ballot until a plurality is reached.

2.09 Appeals of Fines and Penalties: The Council will hear all appeals of fines assessed, except protest fines, or penalties assigned at the next semi-annual meeting after which the fine is incurred. Appeals shall be referred to the Ethics Committee which shall have jurisdiction to preside over the appeal. Appeals will not be matters of business before the council at said meeting, unless an appeal is filed by the fined or penalized entity, in the form and manner provided for by the Ethics Committee.

CHAPTER 3 – COMMITTEES

3.01 Committees: The following committees are created which the Board of Directors shall engage to assist in the execution and management of this organization. The objectives, structure, reporting, and priorities of these committees shall be approved by the Board of Directors.

- a. Governance
- b. Ethics
- c. Athletics

3.011 Finance and Audit Committee: The Finance and Audit Committee is a permanent committee which shall be constituted of no less than three (3) members with accounting and financial experience appointed by the Commissioner. The committee shall meet three times in a calendar year – at the Winter and Summer Council meetings and at a fall meeting of the committee’s choosing. The committee is charged with budget management and development in conjunction with the Board of Directors and any other duties as assigned by the Board of Directors.

3.02 Other Committees: The Board of Directors may create or dissolve a committee by majority vote. Creation of the committee shall specify the objective of the committee.

3.03 Appointments: The Commissioner will appoint one (1) member of each committee as its chairperson and one (1) member as the vice-chair of the committee. The Commissioner shall appoint the chair and vice-chair at the vacancy of each of those offices and those appointees shall serve until such time as the appointee resigns or is removed by the Commissioner. The chairperson shall be responsible for the operation of the committee. Appointed membership on committees, excluding the chair and vice-chair, shall be appointed for a term commencing of the annual Winter Meeting until the commencement of the next annual Winter Meeting. Members of the committee shall be those voting representatives of the council or alternates who attend a meeting of the committee or members appointed by the Commissioner. No member association is granted more than one (1) vote in any committee or taskforce.

3.04 Meetings and Quorum: Committee meetings not held in conjunction with regular or special meetings of the Council shall be noticed by the chair to the members at least 24 hours prior to the meeting’s convening. Notice of Committee meetings held in conjunction with a regular or special council meeting is satisfied by the presentation of a proposed agenda indicating such. A quorum of a committee is always present in a meeting called in accordance with these bylaws. Committee meetings may be held by electronic or telephonic means.

306 **3.05 Referral to Committee:** The Commissioner shall refer all items of business to the appropriate committee.
 307 Any item of business for which a committee recommends approval, and which obligates a fiscal expenditure by
 308 this organization shall be referred to the Finance and Audit Committee before any action of the council on that
 309 recommendation.
 310

311 **3.06 Status of Committee Reports:** On any item of business referred to a committee which requires approval
 312 of the Council to be enacted, the committee of referral may recommend any legal motion of action on that item.
 313 The recommendations, if any, of any committee to which the item was referred shall be reported to the Council for
 314 its consideration. The recommendation, if any, in the report of the last committee to which the item was referred
 315 shall be the pending main motion before the Council during consideration of the committee report.
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317 **CHAPTER 4 – BOARD OF DIRECTORS**

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 319 **4.01 Authority:** The Board of Directors shall be the administrative and management body of the organization,
 320 subject to the policy direction of the Council.
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322 **4.02 Composition and Terms of Office:** The Board of Directors shall consist of a Commissioner, Secretary,
 323 Treasurer, Business Development Director, Director of Competition, Athletic Director, and Operations Director.
 324 Directors shall serve two (2)-year terms. Each Director shall serve until his or her successor has been qualified and
 325 elected, unless such Director shall sooner be removed from office. The Commissioner, Treasurer, and Athletic
 326 Director positions shall be elected in odd numbered years. The Secretary, Director of Competition, Operations
 327 Director, and Business Development Director positions shall be elected in even numbered years.
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329 **4.03 Removal and Vacancies:** A Director may be removed from office by a two-thirds (2/3) Council vote for
 330 illegal conduct, failure to perform the duties of office, or violation of the expectations of a member. Actions for
 331 removal shall be in the jurisdiction of the Ethics Committee and shall conform to a process provided for by the
 332 Ethics Committee. For a vacancy in any office, other than that of Commissioner, the vacancy shall be filled by
 333 nomination and election by the remaining Board of Directors for the balance of the term. For a vacancy in the
 334 office of Commissioner, the vacancy shall be filled within 30 days by nomination and election by the remaining
 335 Board of Directors, from among the current Directors who have been duly elected to office, for the balance of the
 336 term of the Commissioner. In event of a tie on any ballot, should more than two (2) nominees exist, the nominee
 337 with lowest votes cast, excluding ties, on that ballot shall be removed from future ballots and the remaining
 338 directors shall vote again on a successive ballot and repeat this process on successive ballots until such time as
 339 nominee is elected by a majority of the remaining directors. Vacancies, in offices other than the Commissioner,
 340 shall be filled as soon as practicable and the Board of Directors may not number less than three (3) officers at any
 341 time. A vacancy in any office shall be reported to the Council forthwith.
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343 **4.04 Director's Duties:** Unless expressly provided for in these bylaws, the duties of Office for each individual
 344 Director shall be determined by the Board of Directors and listed in the policies of this organization.
 345 a. Commissioner: The Commissioner shall oversee all operations of the NAGAAA Board and the organization,
 346 including implementation of policies and procedures, enforcement of rules, administration of priorities
 347 and initiatives. The Commissioner shall preside over meetings of the Council and propose the agenda and
 348 schedule of meetings. The Commissioner will appoint all tournament personnel, chairs of committees,
 349 taskforces, and any other special groups. The Commissioner shall perform any other duties or functions as
 350 assigned by the Board of Directors.
 351 b. Secretary – The Secretary shall maintain, update, and record all official governance documents of the
 352 organization. The Secretary shall maintain and execute official communication with the Member
 353 Associations, Council voting representatives, Committees, and Board of Directors. The Secretary shall
 354 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
 355 c. Treasurer – The Treasurer shall oversee management and reporting of the organization's finances and
 356 compliance with applicable regulations. The Treasurer shall perform any other duties or functions as
 357 assigned by the Commissioner or the Board of Directors.

- 358 d. Business Development Director: The Business Development Director shall oversee the marketing,
359 sponsorship, and public relations efforts of this organization. The Business Development Director shall
360 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- 361 e. Director of Competition: The Director of Competition shall have the responsibility for the development
362 and implementation of the policies on and surrounding fair play, rules of the game, ratings, player
363 eligibility and accountability, protests, member association softball operations, and shall perform any
364 other duties or functions as assigned by the Commissioner or the Board of Directors.
- 365 f. Athletics Director: The Athletic Director shall have responsibility for the planning, preparation, and
366 operation of NAGAAA sanctioned tournaments and shall perform any other duties or functions as
367 assigned by the Commissioner or the Board of Directors.
- 368 g. Operations Director: The Operations Director shall have responsibility for the administrative and logistical
369 management of the NAGAAA corporate body and shall perform any other duties or functions as assigned
370 by the Commissioner or the Board of Directors.

371 CHAPTER 5 – FINANCIAL MANAGEMENT

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374 **5.01 Fiscal Year and Budget:** The fiscal year begins on the first day of January and ends on the last day of
375 December of the same calendar year. The Treasurer shall prepare, in consultation with the Commissioner, and
376 present a proposed annual operating budget at each Winter Meeting. The proposed budget shall be referred to
377 the Finance and Audit Committee which shall provide a recommendation to the Council. The budget shall be
378 considered by and may be adopted by the Council. In the course of the fiscal year, the Board of Directors is
379 authorized to adjust appropriations of this organization consistent with the policy direction of the Council.

380
381 **5.02 Budget Provisions:** The proposed and adopted budget shall provide estimated revenue amounts,
382 appropriation amounts, including appropriations sufficient to fund salaries, per diems, expenses, and
383 compensation as determined by the Board of Directors in the Master Compensation schedule. The budget shall
384 establish and maintain a segregated budget stabilization fund of not less than \$80,000. The budget stabilization
385 funds shall only be encumbered with the adoption of resolution authorizing such by a two-thirds (2/3) vote of the
386 Council. Fifty percent (50%) of all net positive income, once all budget items have been accounted for, shall be
387 appropriated to the budget stabilization fund until the fund reaches a balance of \$125,000, at which point only ten
388 percent (10%) shall be appropriated each year.

389
390 **5.03 Compensation and Payments:** The Board of Directors shall set the compensation of all staff and
391 volunteers serving in roles and positions designated for compensated status and list those compensation amounts
392 in the Master Compensation Schedule. The Board of Directors shall set the monetary amount of all fines, penalties,
393 and fees, and corresponding due dates, unless otherwise expressly specified in these bylaws, and list those
394 amounts along with the dues of this organization and relevant association reporting deadlines in the Master Dues,
395 Fines and Fees Schedule. Member Associations shall submit all dues, fines, fees, and other payments in USD, with
396 the exception of Member Associations in Canada, which will submit all payments in CAD.

397 CHAPTER 6 – POLICIES OF THIS ORGANIZATION

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400 **6.01 Policies:** The Council, the Board of Directors, and/or any subordinate body (e.g.: committees, etc.) of this
401 organization may create policies and procedures not in conflict with these bylaws and/or policies created by the
402 Council which shall be in the form and manner provided for by the Governance Committee. Any policy created
403 shall contain and provide for the manner of amendments. Policies are the jurisdiction of the body authorizing them
404 unless stated otherwise. Policies of this organization shall be organized in chapter 10 or higher of the governing
405 documents and are subordinate to the bylaws.

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CHAPTER 7 – BYLAW AMENDMENTS

7.01 Amendments: These Bylaws may be amended by a two-thirds (2/3) vote of the Council at any regular meeting or special meeting called for that purpose. Amendments shall be submitted in writing in the form and manner provided for by the Governance Committee. Amendments shall become effective immediately upon adoption unless a different effective date is adopted concurrently with the amendment.

VOLUME 3 – POLICIES

CHAPTER 10 – RULES OF THE GAME

414
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418 **10.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
419 meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
420 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.
421

422 **10.02 USA Softball (ASA) and NAGAAA Rules:** This organization, in all its official events, shall adopt and conform
423 to the USA Softball (ASA) Rules of Softball for Men’s Slow-Pitch, latest edition, unless explicitly stated in this
424 chapter or elsewhere in this organization’s policy documents. No exception or modification to an USA Softball
425 (ASA) rule may be approved except by the Council. All games shall be conducted in accordance with the governing
426 manual of this organization.
427

428 **10.03 Exceptions:** The following rules are exceptions to the USA Softball (ASA) rules and shall apply as rules for
429 any NAGAAA event.

- 430 a. Any person, of any gender identity, may compete on any team.
- 431 b. No metal cleats shall be worn by any player, manager, coach, or umpire.
- 432 c. No base stealing will be allowed in any division.
- 433 d. Safety bases will be used on all fields when possible. If safety bases cannot be used on one (1) or more of
434 the total fields scheduled for use, no safety bases will be utilized unless required by field ownership
435 and/or management.
- 436 e. Official field dimensions for NAGAAA events utilize a 300’ (91.4 meters) outfield fence and 70’ (21.3m)
437 base path.
- 438 f. All batters will begin with a one (1) ball and one (1) strike count. One (1) courtesy foul shall be awarded
439 after the second strike.
- 440 g. The official NAGAAA pitch height shall be 6’ to 12’ (1.8m to 3.7m).
- 441 h. Electronic scorekeeping is deemed an acceptable scorebook format.
- 442 i. Legends Division teams will not observe a second home plate or commitment line.
- 443 j. The following are the divisional limits for out of the park home runs: A – 5, B – 3, C – 1, D – 0, E – 0,
444 Legends-C Division – 1, Legends-D Division – 0. Once a team has reached their maximum of out of the
445 park home runs, any additional out-of- the-park homerun will be considered an inning-ending out in all
446 divisions.
- 447 k. In all divisions, no new inning may begin after 55 minutes in pool play and 60 minutes in double
448 elimination with the exception of Championship games. The team ahead in the score shall be declared the
449 winner and the game shall be declared completed after such innings. The start of game time is defined as
450 the scheduled game time; or in games beginning earlier than scheduled, the time agreed to by both
451 managers and umpire(s); or in games beginning later than scheduled, immediately once both scheduled
452 teams have occupied the field. In all games, the umpire assigned to officiate the game has to announce
453 that time has begun.
- 454 l. The International Tiebreaker rule shall apply in double-elimination time-restricted games if the score is
455 tied after seven (7) innings or 60 minutes. At the beginning of each half inning, the batting team shall
456 begin its turn at bat with the player who is scheduled to bat last in that respective half-inning being placed
457 on second base. A substitute may be inserted for the runner following regular substitution rules.
- 458 m. Uniforms are required. Players competing in NAGAAA events must play in like-colored shirts or jerseys.
- 459 n. At no time is smoking on the field or the dugout allowed by any players, coaches or managers.
- 460 o. A team may bat up to twelve (12) players.
- 461 p. In both the Legends-C and Legends-D Divisions, a team may utilize up to two (2) courtesy runners per
462 inning subject to all other USA Softball rules on courtesy runners.
463

464 **10.04 Bat Rules:** NAGAAA will provide all bats to be used during its tournaments for all divisions, provided the
 465 supply of bats is budget neutral. The same bats will be provided to both teams to use during competition and must
 466 meet current USA Softball (ASA) bat rules. The Athletic Director will determine the specific bat models to be used
 467 and announced no later than January 15 of the year in which they are to be used. No team member may use any
 468 other bat than those provided by NAGAAA anywhere on the playing field, inclusive of the dugout. Penalties for bat
 469 violations are:

- 470 a. That team member transports or takes an approved bat to any area of the field that is not the immediate
 471 area surrounding the batter's box or warm-up circle for the on-deck batter as determined by the umpire.
 - 472 1. **First Offense:** Team Member is disqualified from current game.
 - 473 2. **Second Offense and Each Subsequent Offense:** The team member is ejected from current game
 474 and the Athletic Director shall be notified. The Athletic Director will make a determination on
 475 player eligibility or recommend actions under 10.08
- 476 b. That team member uses a non-approved bat on the playing field, inclusive of the dugouts, at any time the
 477 approved bats are on the field.
 - 478 1. **Any Offense:** The team member is ejected from the current game and the Athletic Director shall
 479 be notified. The Athletic Director will make a determination on player eligibility or recommend
 480 actions under 10.08.

481

482 **NOTE:** Any ejection under this section is subject to further consequences under 10.07.

483

484 **10.05 Acts of Disqualification:** The following is a list of acts any one of which may be justification for the ejection,
 485 suspension or termination of any individual, team, team member, or member association by the Open Division:

- 486 a. Unsportsmanlike conduct.
- 487 b. Abusive behavior toward an umpire, tournament official or participant of the current event immediately
 488 preceding, during, or after a game. Any expense that is incurred by NAGAAA to ensure the safety of the
 489 NAGAAA participants will be paid by the offending member association or person or persons.
- 490 c. Commission of fraud such as playing under an assumed name, falsifying an affidavit or roster, or giving
 491 false information to tournament officials.
- 492 d. Receiving money or financial benefits in consideration of participating in softball or baseball competition.
- 493 e. Participating while knowing they do not meet the eligibility requirements of the Open Division.
- 494 f. Knowingly competing with players that are disqualified from Open Division play.
- 495 g. Accepting money (directly or indirectly) by capitalizing on athletic ability, athletic performance, or fame in
 496 softball or baseball, such as allowing the use of the player's name to advertise, recommend, or promote
 497 the sale of softball or baseball sporting goods or by accepting compensation for using such goods.
- 498 h. Using any bat not approved by this organization or using an approved bat in violation of rules established
 499 by this organization.

500

501 **10.06 Non-Registered Players:** Any person entering the tournament as a player shall register following the
 502 established process for registration before entering any game as an active player. The Athletic Director, shall, upon
 503 confirmation that a player entered a game as an active player without that player having completed the official
 504 tournament registration process, eject that player from that game and disqualify that player for the remainder of
 505 the tournament. The team which rosters a player ejected and disqualified under this rule, shall be recorded a
 506 forfeit loss in any game in which that player participated. An active player means a player who participated in the
 507 game in an offensive or defensive role including as a courtesy runner. A player listed as a substitute on a line-up
 508 card but who does not enter the game is not governed by this rule.

- 509 a. No team eliminated from the double elimination tournament shall be reinstated to the bracket, except
 510 when that team is granted a forfeit win by this section and no intervening game in the bracket affecting
 511 that team has been played between the game in which the team was eliminated and the game in which
 512 the team with an unregistered player is recorded a forfeit loss.

513

514

515 **10.07 Ejections from Game:** During NAGAAA play, any time a player, coach or manager strikes another player,
 516 coach or manager, said player, coach or manager shall be ejected from the game and shall not be allowed to sit on
 517 the player's bench.

518 a. If a player is ejected from a game, the ejecting umpire will record the player's name, team name / city and
 519 the reason for the ejection. They must provide this information to a NAGAAA official immediately who
 520 must ensure the Athletic Director obtains this information whom shall rule on the length of ineligibility
 521 arising from the ejection.
 522

523 **10.08 Ejections at Any Time:** Any individual ejected from a game or any individual who engages in conduct
 524 defined as act of disqualification during the time of the tournament inclusive of all tournament related events, and
 525 is identified and recommended for disqualification by a member of the Board of Directors, the Umpire-in-Charge,
 526 or Assistant Umpire(s)-in-Charge shall be subject to a disciplinary hearing.

527 a. If the ejection or recommendation for disqualification occurs before the time that protest committees are
 528 available at the field complex(s) then the Competition Director shall convene a panel of 3 directors,
 529 exclusive of the Commissioner, to hear the case and make a ruling subject to (c.)

530 b. If the ejection or recommendation for disqualification occurs while a protest committee is available to
 531 convene, the committee shall convene, hear the case, and make a recommendation to the Athletic
 532 Director, subject to (c.)

533 c. Any recommendation for sanctions under this section shall be limited only to the tournament, inclusive of
 534 all tournament related events, and may include any sanction up to complete disqualification from that
 535 tournament.
 536

537 **CHAPTER 20 – MEMBER ASSOCIATION RESPONSIBILITIES AND PLAYER ELIGIBILITY**

538
 539 **20.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 540 meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
 541 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.
 542

543 **20.02 Definitions:** The following definitions apply in this chapter and in common usage throughout the
 544 Governing Manual:

545 a. **Additional Player** – a player added to a team's regular season roster for purposes of tournament play. The
 546 player must be from the regular season roster of another team within the same member association.

547 b. **Metropolitan Area:** In the United States, a metropolitan area is defined as the US Census Combined
 548 Statistical Area (CSA), or Metropolitan Statistical Area (MSA) when not located in a CSA, in which the
 549 member association is predominantly located. In Canada, a metropolitan area is defined by the Statistics
 550 Canada Census Metropolitan Area (CMA) in which the member association is predominantly located.

551 c. **Non-LGBT** – a person who does not self-identify as Lesbian, Gay, Bisexual, or Transgender.

552 d. **Non-qualifying Association** – A member association in which a player does not maintain eligibility to
 553 qualify and participate for a calendar year's GSWS despite having played part or all of a qualifying season
 554 in that association.

555 e. **Player ID** – The unique identifying number assigned to an individual player in the NAGAAA database.

556 f. **Qualifying Association** – The member association through which a player maintains eligibility to qualify
 557 and participate in a calendar year's GSWS by that association bearing responsibility for the player's rating,
 558 eligibility standards, and compliance with the NAGAAA database standards.

559 g. **Qualifying Season** – The playing season of each member association in which a player and teams qualify
 560 for the GSWS and in which the player is evaluated and rated by the Association.

561 h. **Sanctioned NAGAAA Tournament** – a tournament sanctioned by NAGAAA, currently only the Gay Softball
 562 World Series and the NAGAAA Cup.
 563

564 **SECTION 1 – MEMBER ASSOCIATION AND PLAYER REGISTRATION RESPONSIBILITIES**
 565

566 **20.10 Player GSWS-Qualifying Association Declaration:** A player may play in more than one association's
 567 GSWS-qualifying season, but must declare what association is their qualifying association. However, the following
 568 procedures must be followed. When a player registers in any association, the player must declare whether the
 569 NAGAAA member association is that player's qualifying association. Additionally, the player must also declare any
 570 other association the player has, will, or may play in for all or part of a qualifying season in that calendar year. A
 571 player who registers and declares only one (1) association shall consider that association that player's qualifying
 572 association.

573
 574 Once a player has declared an association as their qualifying association, the player may not declare another
 575 association as their qualifying association.
 576

577 With written approval from both association's Commissioners and the Director of Competition, a player may
 578 change their qualifying association provided they have not played 50% of the games in the original qualifying
 579 association. The NAGAAA Board may make exceptions to this section for players with extenuating circumstances,
 580 and must report such exceptions to the Council prior to the GSWS.

581
 582 If a player declares with more than one association in a qualifying season, they are ineligible to play in the GSWS.
 583

584 **20.11 Association Registration Duties:** Any association, registering a player as a non-qualifying association, shall
 585 immediately inform, in writing via electronic mail, that player's qualifying association of the player's registration.
 586 As applicable, the qualifying association, upon receiving the registration of a player declaring the association that
 587 player's qualifying association or receiving the notice of the player's declaration shall request, in writing via
 588 electronic mail, a transfer of the player in the NAGAAA database to their association for control of the player's
 589 rating and eligibility. Any association which is declared as the qualifying association of a player, and that player fails
 590 to register in that association, the association shall immediately transfer the player to one (1) of the players
 591 declared non-qualifying associations as chosen by the player which shall become the player's qualifying
 592 association.
 593

594 **20.12 Transfer Timeline and Penalties:** Any and all associations, which receive a valid request for transfer of a
 595 player in the NAGAAA database, shall perform the transfer as soon as practicable and without delay, but not later
 596 than 30 days after the transfer request has been made or July 10th, whichever comes first, so as not to hinder the
 597 duty of the qualifying association. All associations are expected to maintain open and timely communication
 598 between associations to foster correct and accurate registration and declarations of players. Any association
 599 violating the provisions in this chapter shall be required to attend the next available Registration and Database
 600 Workshop after the violation has been noted by the Director of Competition and shall also be subject to penalties
 601 outlined in these policies.
 602

603 **20.13 Regular Season Roster:** The roster submitted by Member Associations that serves three purposes:
 604 1. To account for each player whose primary team is in the Member Association
 605 2. To identify each player's primary team
 606 3. To determine each Member Association's berth allotments for the GSWS
 607

608 A Regular Season Roster must have at least ten (10) players on the roster. No player may be listed on more than
 609 one (1) Roster for a NAGAAA sanctioned tournament. A Regular Season Roster team may not be comprised of
 610 more than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a
 611 player do not count towards this requirement. Each Regular Season roster may name two (2) non-playing
 612 members in addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner
 613 and form for submission of the rosters, deadline for submission of the rosters, and any sanctions for errors,
 614 omissions, and/or changes.

615
616 **20.14 Standard Roster:** The GSWS / NAGAAA Cup roster submitted by Member Associations that consists of
617 players from a Regular Season Roster and a **maximum of four (4) pickup players**, all from the **same member**
618 **association**.

619
620 A Standard Roster must have at least ten (10) players on the roster, and may have a maximum of three (3) non-
621 LGBT players. No player may be listed on more than one (1) roster for a NAGAAA sanctioned tournament. A
622 Standard Roster team may not be comprised of more than twenty (20) players. Managers and/or coaches who are
623 not eligible to play or who do not play as a player do not count toward this requirement. Each Standard Roster may
624 name two (2) non-playing members in addition to the maximum of twenty (20) players. The Board of Directors
625 shall determine the manner and form for submission of the rosters, deadline for submission of the rosters, and any
626 sanctions for errors, omissions, and/or changes.

627
628 **20.15 Extended Association Roster:** The GSWS / NAGAAA Cup roster submitted by Member Associations that
629 consists of players from a Member Association's Regular Season Roster with a **maximum of four (4) pickup players**
630 from **other** Member Associations. An Extended Association Roster must have at least ten (10) players on the roster
631 and may have a maximum of three (3) non-LGBT players. No player may be listed on more than one (1) roster for a
632 NAGAAA sanctioned tournament. An Extended Association Roster team may not be comprised of more than
633 twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a player do not
634 count toward this requirement. Each Extended Association Roster may name two (2) non-playing members in
635 addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner and form for
636 submission of the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions, and/or
637 changes.

638
639 **20.16 All Association Roster:** The GSWS / NAGAAA Cup roster submitted by Member Associations that consists
640 of players from Regular Season Rosters of **multiple** Member Associations. An All Association Roster must have at
641 least ten (10) players on the roster and may have a maximum of three (3) non-LGBT players. No player may be
642 listed on more than one (1) Roster submitted for a NAGAAA sanctioned tournament. An All Association Roster
643 team may not be comprised of more than twenty (20) players. Managers and/or coaches who are not eligible to
644 play or who do not play as a player do not count toward this requirement. Each All Association roster may name
645 two (2) non-playing members in addition to the maximum of twenty (20) players. The Board of Directors shall
646 determine the manner and form for submission of the rosters, deadline for submission of the rosters, and any
647 sanctions for errors, omissions, and/or changes.

648
649 **20.17 Legends Division Roster:** Any Legends Division team must adhere to either the C or D divisional
650 guidelines. A Legends Division roster must have at least ten (10) players on the roster, and the roster may have a
651 maximum of three (3) non-LGBT players. No player may be listed on more than one (1) roster for a NAGAAA
652 sanctioned tournament. A Legends Division Roster may not be comprised of more than twenty (20) players, except
653 managers and/or coaches who are not eligible to play or who do not play as a player do not count toward this
654 requirement.

655
656 Each roster may name two (2) non-playing members in addition to the maximum of twenty (20) players. Rostered
657 non-players are permitted on the field of play, including the dugout areas.

658
659 Any players on a Legends Division Roster need not have qualified for the GSWS in the same member association
660 that is rostering the team. Any player on these rosters must have met player eligibility standards in their qualifying
661 NAGAAA member association. The Board of Directors shall determine the manner and form for submission of the
662 rosters, deadline for submission of the roster, and any sanctions for errors, omissions, and/or changes

663
664 **20.18 Adding Players to a GSWS Roster from Other Associations:** A Member Association may submit up to one
665 Extended Association Roster if the Member Association is sending only one team to the GSWS across all Divisions.

666
 667 In addition, for any A Division or B Division teams participating at the GSWS, each team is allowed to add two (2) of
 668 their four (4) total pickup players from any other Member Association, provided that all players have met the
 669 player eligibility standards in their qualifying NAGAAA Member Association.

670
 671 This rule is the sole manner in which a Member Association may add a player who qualified in another member
 672 association to their GSWS roster. This section does not apply to or restrict any Legends Division team from adding
 673 players from other Member Associations to their GSWS roster, subject to the rules governing Legends Division
 674 Rosters.

675
 676 **20.19 Preferred Supporters:** Each association may name two (2) non-playing members per the number of teams
 677 that the association is sending to the current year's GSWS. These supporters will not be added to rosters but are
 678 entitled to the same benefits that apply to players or non-players on a roster at the GSWS. Preferred Supporters
 679 are NOT permitted on the field of play, including the dugout areas. The Board of Directors shall determine the
 680 manner and form for submission of the preferred supporters, deadline for submission of all association preferred
 681 supporters, and any sanctions for errors, omissions, and/or changes pertaining to preferred employers.

682
 683 **SECTION 2 – RATINGS AND DIVISIONAL GUIDELINES**
 684

685 **20.21 Individual Player Ratings:** Each member association shall rate every player, who has declared that
 686 association as the player's qualifying association, on each of its teams using the Player Rating Guidelines and
 687 report these ratings along with regular season roster in the form and manner as determined by the Board of
 688 Directors. Only a player's qualifying association shall rate that player for the purposes of the NAGAAA database,
 689 and the qualifying association shall be responsible to ensure that the player exists only once in the database with a
 690 single Player ID attributed to the player. The qualifying association bears all responsibility for the accuracy of all
 691 data attributed and attached to the player. A qualifying association, upon discovering a duplicate player entry,
 692 shall notify the Director of Competition to have the duplications merged into one (1) player identity. In the case of
 693 a player who plays in multiple associations, the player shall be listed on a team's regular season roster in the non-
 694 qualifying association, but the non-qualifying association shall not recreate the player with a separate Player ID nor
 695 alter the rating assigned that player by the qualifying association or any data entered by any other association.

696
 697 **20.22 Team Ratings:** A team rating is defined as the sum of the highest ten (10) individual player ratings
 698 rostered on that team.

699
 700 **20.23 Divisional Guidelines:** Teams may compete in the following divisions based on their Player and Team
 701 Ratings.

- 702 a. A division – There is no maximum team or individual player rating for the A division. No team rated lower
 703 than 170 is allowed to play in the A division, except any B team granted eligibility in or required to move
 704 to A Division under the no-repeat rule of this organization shall be exempt from this minimum rating
 705 requirement.
- 706 b. B division – All teams rated 180 or lower; no players rated over 20 are allowed on a B division team.
- 707 c. C division – All teams rated 140 or lower; no players rated over 15 are allowed on a C division team.
- 708 d. D division – All teams rated 110 or lower; no players rated over 12 are allowed on a D division team.
- 709 e. E division – All teams rated 75 or lower; no players rated over 8 are allowed on an E division team

710
 711 **20.24 Amendments Affecting Divisional Guidelines:** Prior to adoption of any amendment to alter the divisional
 712 guidelines, the Director of Competition shall report to the council the number of players that will be displaced by
 713 the proposed change and the number of member associations that shall be impacted by the proposed change. No
 714 amendment is in order until such report is received.

715 **20.25 Threshold for Amendments:** Any amendment to divisional guidelines requires a two-thirds (2/3) vote of
 716 the Council for adoption and is effective in the calendar year following the year the amendment was adopted,

717 except that an amendment to divisional guidelines adopted at a winter meeting of the Council requires a ninety
 718 percent (90%) vote to be effective at a sanctioned NAGAAA Tournament in the same calendar year as the winter
 719 meeting.
 720

721 **20.26 Ratings Workshop:** All new member associations and first-time voting representatives of any member
 722 association are required to attend the ratings workshop held at their first regular meeting.
 723

724 SECTION 3 – ATHLETIC PARTICIPATION AND ELIGIBILITY

725
 726 **20.30 Professional players:** Professional softball or baseball players are ineligible to qualify for any Association
 727 while pursuing their profession.
 728

729 **20.31 Player age:** Players must be at least eighteen (18) years of age prior to roster submission deadline of the
 730 NAGAAA tournament in which they are registered. Legends Division players must be at least 50 years of age at any
 731 time in the calendar year of the NAGAAA tournament.
 732

733 **20.32 Participation:** A player must participate in a minimum of fifty percent (50%) of their team’s regular season
 734 games; except for Legends Division, for which the minimum requirement is five (5) games. Participation is defined
 735 as a player included on their team’s game lineup card and present in or within close vicinity of their team bench or
 736 dugout.

737 a. Players on a tournament roster of a NAGAAA Cup team in “A” or “B” Division may include their
 738 participation in the NAGAAA Cup under rule 20.33(b) to meet the fifty percent (50%) participation
 739 requirement.
 740

741 **20.33 Requirements for Teams:** No team may be considered a regular season roster team nor be eligible
 742 for a NAGAAA event unless the team completes at least ten (10) regular-season games against other teams
 743 within the member association. This preceding requirement may be waived by the Board of Directors in
 744 extraordinary circumstances. The games must be conducted according to the rules of USA Softball (ASA) or a
 745 similar sanctioning body.

746 a. An “A” or “B” Division team may meet its ten (10) game requirement by playing scheduled games
 747 against teams from other Associations, except for games played in any tournament.
 748 b. Notwithstanding any other rule, any team competing at the NAGAAA Cup in a “A” or “B” Division shall be
 749 credited four (4) games towards this ten (10) game requirement.
 750

751 **20.34 Ratings Changes Affecting Players:** Should a player’s rating change during the member association’s
 752 NAGAAA qualifying season and the rating change force the player to move to a new division or a different team,
 753 the games played on either team or in either division in the same member association qualify towards the
 754 participation requirement.
 755

756 **20.35 Ineligible Players for the E Division:** Any player who receives a YES answer to Question 3 of the Player
 757 Ratings Guidelines is not eligible to be rostered on a team in or compete with a team in the E Division. Any player
 758 who receives a YES answer to Question 5 of the Player Ratings Guidelines is not eligible to be rostered on a team in
 759 or compete with a team in the E Division nor the D Division.

CHAPTER 25 – PLAYER RATING GUIDELINES

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25.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended at any meeting. Any amendment to this chapter requires a two-thirds (2/3) vote of the Council for adoption and is effective in the calendar year following the year the amendment was adopted, except that an amendment adopted at a winter meeting of the Council requires a ninety percent (90%) vote to be effective at a sanctioned NAGAAA Tournament in the same calendar year as the winter meeting.

SECTION 1 – DEFINITIONS

25.10 Definitions: The following definitions apply to this chapter:

- a. Accuracy – A throw that is within one to two steps of the intended target.
- b. At-bat – An at-bat is charged to a player following every plate appearance except when: 1) the player hits a sacrifice fly that scores a runner, 2) the player is awarded a base on balls, or 3) the third out occurs and the batter is not entitled to run to first base. Exception #3 shall not be considered if the batter is out due to a strike being a foul ball which ends the at-bat. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and definition contained therein, the latest version of the USA Softball (ASA) rules shall control.
- c. Base Safely Reached on Error – A batter shall be credited with a base safely reached on error on the part of a defensive player(s) who is charged with an error by the scorekeeper.
- d. Behind the player (for fly balls) – The area on the field starting directly to the right of the player, proceeding in a 180-degree arc behind the player and ending directly to the left of the player.
- e. Cleanly fielding the ball – The player receives and controls the ball immediately while over his/her center of gravity (i.e., not on their knees, on the ground or off-balance) and does not cause any delay in making the next play (e.g., tags the runner, steps on the base, throws the ball to the appropriate place on the field).
- f. Deliver multiple pitch techniques with accuracy – The ability to use arc, spin, location and movement of the ball to deliver various pitches (e.g. curve, change up, cutter / reverse curve, knuckle ball) that are called strikes or cause the batter to swing.
- g. Directly at the Player – A ball hit at a player that does not require the player to move his/her feet, although it may cause the player to reach in any direction to make the play.
- h. Fly Ball – Any batted ball that is in the air for more than three (3) seconds but less than five (5) seconds
- i. Ground Ball – Ball hit with a downward trajectory that makes contact with the ground in front of the player when hit directly at a player or in front of the bases when hit between players.
- j. High Velocity – a ball hit greater than 250 feet (76.2m) in the air or a ground ball that would roll to a distance greater than 250 feet (76.2m), if not impeded
- k. Hit – A batted ball that allows the batter to reach base safely: 1) on a fair ball which settles on the ground, clears the fence, or strikes the fence before being touched by a fielder, 2) on a fair ball which is hit with such force or such slowness or which takes an unnatural bounce that it is impossible to field with ordinary effort in time to make an out, 3) when a fair ball which has not been touched by a fielder becomes dead because of touching the person or clothing of an umpire, or 4) when a fielder unsuccessfully attempts to retire a previous runner and in the scorer’s judgement, the batter-runner would not have been retired at first base by perfect fielding. A hit shall not be scored: 1) when a runner is forced out on a batted ball or would have been forced out except for a fielding error, 2) when a player fielding a batted ball retires a preceding runner with ordinary effort, 3) when a fielder fails in an attempt to retire a preceding runner, and in the scorer’s judgement, the batter-runner could have been retired at first base, or 4) when a batter reaches first base safely as a result of a preceding runner being called out for interfering with a batted or thrown ball, or with a defensive player. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and the definition contained therein, the latest version of the USA Softball (ASA) rules shall control.

- 810 l. In the Hole – A ball hit that requires a player to take 4-5 steps (12 feet (3.7m) or greater) in order to make
811 the play.
- 812 m. Line Drive – a ball that from the point of contact rises vertically less than 10% of the total horizontal
813 distance it travels, or in the case of a throw, a ball that from the point of release rises vertically less than
814 5% of the total horizontal distance it travels.
- 815 n. Low Velocity – a ball hit up to 150 feet (45.7m) or less in the air or a ground ball that would roll to a
816 distance of less than 150 feet (45.7m), if not impeded.
- 817 o. Medium Velocity – a ball hit 150 to 250 feet (45.7 to 76.2 meters) in the air or a ground ball that would
818 roll to a distance of 150 to 250 feet (45.7 to 76.2 meters), if not impeded.
- 819 p. Modified batting average – The percentage resulting from the sum of a player’s: 1) hits and 2) bases safely
820 reached on error divided by the player’s at-bats.
- 821 q. Off center of gravity – The player fields the ball from his/her knees, off one foot, while moving the
822 opposite direction from the throw or while in the air.
- 823 r. Stopping the ball – The player prevents the ball from continuing beyond the player and causes it to
824 remain in the vicinity of the player. The player is not able, however, to make the next play without delay.
- 825 s. Vicinity – within a step in any direction laterally of the player receiving the throw
- 826 t. Within a few steps – A ball hit that requires a player to take 2 – 3 steps (9 – 10 feet or 2.7 – 3 meters) in
827 order to make the play.

828

829 *(NOTE: In reference to the modified batting average, a batted ball resulting in a fielder’s choice is not included in*
830 *the definition of a hit and therefore is not included in the number of hits a player is recorded to calculate the*
831 *modified batting average. The USA Softball Rules and NAGAAA Governing Manual do not define a fielder’s choice.*
832 *A Fielder’s Choice is understood to be an outcome of a batted ball where a preceding runner was put-out (or*
833 *could have been in the judgement of the scorer) rather than the batter-runner. See lines 806-813 for these results*
834 *of a batted ball that do not constitute a hit. This note is explanatory on the definition of modified batting average*
835 *and is not considered a governing rule. Added by Board of Directors February 17, 2019)*

836

837 **SECTION 2 – PLAYER RATING GUIDELINES**

838

839 **25.20 Rating Guidelines:** The following are the official rating guidelines of this organization:

840

841 *Directions:*

- 842 1. Read the following Statement of Purpose: *This form is intended to be used as a tool to assist those*
843 *responsible for rating players so ratings may be fair and consistent across all levels of play and across*
844 *all leagues in the Open Division. All questions are intended to determine if a player possesses a skill or*
845 *skills necessary for softball.*
- 846 2. Read and understand the definitions of the various terms used in ratings in the definitions section of
847 this chapter.
- 848 3. Answer YES or NO for each question.
- 849 4. Many questions have multiple parts. A YES to ANY one part is a YES to the question.
- 850 5. Questions: All questions will begin with the phrase: DOES THE PLAYER HAVE THE ABILITY TO...

DIRECTIONS: Review each of the following questions for every player.

Does the player have the ability to perform the listed skill at the specified threshold for that question? If so, the player receives a YES for the question. A YES to any part of a question is a YES to that question.

HITTING	Question 1	Question 2	Question 3	Question 4	Question 5	
	Hits a fair or foul ball with low velocity. (60% threshold)	Hits a fair or foul ball with medium velocity. (60% threshold)	Hits a fair or foul ball with high velocity. (20% threshold)	Hits a fair or foul ball with high velocity. (60% threshold)	Hits a fly ball 300' (91.4m) or more. (5% threshold)	<i>NOTE:</i> Players with a YES to Question 3 cannot participate in the E Division. Players with a YES to Question 5 cannot participate in the D or E Divisions. See Governing Manual Section 20.35.
Modified Batting Average	<i>Batting against</i>	Question 6	Question 7	Question 8	Question 9	<i>NOTE:</i> The following questions are linked: 1 – 4, 6 – 9, 10 – 13, 15 – 22, and 23 – 28. A YES to the highest question in a linked set earns the player all those questions (i.e., a player with YES on Q21, will also be given Q15 – Q20)
	E Division	≥ .700	≥ .800	≥ .900	≥ .950	
	D Division	≥ .600	≥ .700	≥ .800	≥ .900	
	C Division	≥ .500	≥ .600	≥ .700	≥ .800	
	B Division	≥ .400	≥ .500	≥ .600	≥ .700	
A Division	≥ .300	≥ .400	≥ .500	≥ .600		
RUNNING SPEED						
(No Threshold; Ability to do it one time qualifies for a YES)						
DIRECTIONS: Ability to run from a stopped and standing ready position, runs from home plate to first base, one base to the next, or third base to home plate (i.e., 70 feet or 21.3 meters) in less than:						
Question 10	Question 11	Question 12	Question 13	Question 14		
5.0 seconds	4.5 seconds	4 seconds	3.5 seconds	3 seconds		

FIELDING (Questions 15 – 22 are a 60% Threshold)

FIELDING (INFIELD)	Question 15	Question 16	Question 17	Question 18	Question 19	Question 20	Question 21	Question 22
Ground Ball/Line Drive Low Velocity	Cleanly fields a ball hit with low velocity directly at the player OR Stops the ball hit with low velocity directly at the pitcher.	Cleanly fields a ball hit with low velocity within a few steps (9 – 10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with low velocity directly at the pitcher.	Cleanly fields a ball hit with low velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.					
Ground Ball/Line Drive Medium Velocity			Cleanly fields a ball hit with medium velocity directly at the player OR Stops the ball hit with medium velocity directly at the pitcher.	Cleanly fields a ball hit with medium velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with medium velocity directly at the pitcher.	Cleanly fields a ball hit with medium velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.			
Ground Ball/Line Drive High Velocity			Stops the ball hit with high velocity directly at the player.	Cleanly fields a ball hit with high velocity directly at the player OR Stops the ball hit with high velocity directly at the pitcher.	Stops a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with high velocity directly at the pitcher.	Cleanly fields a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player.	Stops a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.	Cleanly fields a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player.
Fly Ball	Catches a fly ball hit directly at the player.	Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player.	Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player.	Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player.	Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player.	Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind of the player.	Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind of the player.	Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind of the player.
FIELDING (OUTFIELD)	Question 15	Question 16	Question 17	Question 18	Question 19	Question 20	Question 21	Question 22
Ground Ball Medium Velocity	Cleanly fields a ball hit with medium velocity directly at the player.	Cleanly fields a ball hit with medium velocity zero feet up to 15 feet (4.6 meters) of the player	Cleanly fields a ball hit with medium velocity >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) of the player	Cleanly fields a ball hit with medium velocity >30 feet up to 45 feet (>9.1 meters up to 13.7 meters) of the player	Cleanly fields a ball hit with medium velocity >45 feet up to 60 feet (>13.7 meters up to 18.3 meters) of the player	Cleanly fields a ball hit with medium velocity 60 feet up to 75 feet (>18.3 meters up to 22.9 meters) of the player	Cleanly fields a ball hit with medium velocity >75 feet up to 90 feet (>22.9 meters up to 27.4 meters) of the player	
Ground Ball High Velocity		Cleanly fields a ball hit with high velocity directly at the player.	Cleanly fields a ball hit with high velocity zero up to 15 feet (4.6 meters) of the player	Cleanly fields a ball hit with high velocity >15 feet up to 30 feet (>4.6 meters) of the player	Cleanly fields a ball hit with high velocity >30 feet up to 45 feet (>9.1 meters) of the player	Cleanly fields a ball hit with high velocity >45 feet up to 60 feet (>13.7 meters) of the player	Cleanly fields a ball hit with high velocity >60 feet up to 75 feet (>18.3 meters) of the player	Cleanly fields a ball hit with high velocity >75 feet up to 90 feet (>22.9 meters) of the player
Fly Ball	Catches a fly ball hit directly at the player.	Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player.	Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player.	Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player.	Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player.	Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind the player.	Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind the player.	Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind the player.

THROWING AND PITCHING (Questions 23 – 28 are a 60% Threshold)

Question 23	Question 24	Question 25	Question 26	Question 27	Question 28
Throw 50 feet (15.2 meters) with line drive (regardless of accuracy)	Throw 50 feet (15.2 meters) with line drive <i>and</i> accuracy	Throw 70 feet (21.3 meters) with line drive <i>and</i> accuracy	Throw 100 feet (30.5 meters) with line drive <i>and</i> accuracy	Throw 150 feet (45.7 meters) with line drive <i>and</i> accuracy	Throw >200 feet (61 meters) with line drive <i>and</i> accuracy
	Pitch a strike and/or cause the batter to swing	Vary the height, depth and location of the pitch while pitching a strike and/or causing the batter to swing	Deliver multiple pitch techniques while pitching a strike and/or causing the batter to swing		
Throw 70 feet (21.3 meters) (regardless of arc or accuracy)	Throw 70 feet (21.3 meters) with line drive (regardless of accuracy)	Throw 100 feet (30.5 meters) with line drive (regardless of accuracy)	Throw 150 feet (45.7 meters) with line drive (regardless of accuracy)	Throw >200 feet (61 meters) with line drive (regardless of accuracy)	Throw 150 feet (45.7 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot)
	Throw 100 feet (30.5 meters) (regardless of arc or accuracy)	Throw 150 feet (45.7 meters) (regardless of arc or accuracy)	Throw >200 feet (61 meters) (regardless of arc or accuracy)	Throw 100 feet (30.5 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot)	

CHAPTER 30 – GAY SOFTBALL WORLD SERIES

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30.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

30.02 Authority: The actual contest between teams during the GSWS is solely under the jurisdiction of the Athletic Director. The Board of Directors may, upon request of the Athletic Director, alter and change the format and rules of the tournament as needed to accomplish play and ensure completion of the tournament in times of, including, but not limited to, nature-related incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation of the tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the roles and responsibilities for all personnel of the tournament.

30.03 Expenses: The organization will assume all real and necessary expenses directly related to the conduct of the tournament and any other expenses assumed by the organization in the host city contract.

30.04 Umpire Selection: The Umpire-in-Chief (UIC) shall select umpires in a manner consistent with the rules, regulations and acts of the Open Division. Umpires may be nominated through the member association in whose geographic area they are accredited. Recommendations may come from their league commissioner, the league UIC, previous GSWS UIC or previous/current Athletic Director. The Board of Directors shall create policies for umpire selection that welcome umpires from all diverse representations of this organization and ensure competent administration and officiation of the game.

30.05 Team Manager Responsibilities: Team Managers will be held responsible for the conduct of their Team members at all times during the GSWS both on and around the playing field. In case of a disputed play or decision, only the Team Manager may consult game officials; other players, coaches or sponsors may not participate in the discussion. Team Managers are to report any unsportsmanlike or derogatory acts by players or spectators to the AD. Team Managers or their designated representatives must attend the pre-GSWS Managers' meeting on behalf of his/her team. If the manager named on the team's GSWS roster will not be managing the team in the GSWS, a proxy manager must be named at the Manager's Meeting. Team managers must verify the accuracy and eligibility of the GSWS roster.

30.06 Life Saving Equipment: All field complexes must have Automated External Defibrillators (AED's) and staff available who are certified in the use of such equipment.

SECTION 1 – HOST CITY SELECTION

30.10 Host City Partnership Agreement: The GSWS Host City Partnership Agreement is a standalone document, under the jurisdiction of the Board of Directors, which shall be signed by any potential Host City prior to and filed with the Intent to Bid. Amendments to the Host City Partnership Agreement can be authored and adopted with the consent of both parties.

30.11 Host City Bid Process: A potential Host City shall complete and submit an Intent to Bid form by the stated deadline and remit a non-refundable deposit, in an amount to be determined by the Board of Directors, to the NAGAAA Treasurer prior to the start of the winter meeting. The Intent to Bid shall be accompanied by a signed copy of the host city contract and a written list of all promises and guarantees that shall be made by the potential Host City in the course of their bid presentation. Bids may be for one year or multiple years.

30.12 Bid Presentations: All member associations, having properly submitted the Intent to Bid, deposit, and accompanying document(s) shall be allowed to present their bids to the Council at the Summer Meeting two (2) years prior to the intended GSWS. The Board of Directors will set time during the Summer Meeting for a Q and A session with the bidding associations.

- a. If the state or province where the GSWS is being conducted requires insurance above and beyond what

873 the Council has previously authorized this situation should be presented in the initial bid by the member
874 association(s) seeking to host the GSWS.

875 b. Should the Host City choose to bid for multiple GSWS years at once, the Council must be made aware by
876 the Board of Directors of a multi-year bid as part of the bid approval process.

877

878 **30.13 Bid Restrictions:** No association will hold a GSWS in another member association's metropolitan area
879 without permission of that member association.

880

881 **30.14 No-Bid Authorizations:** In the event no association submits an Intent to Bid form for the GSWS, the
882 NAGAAA Board of Directors will select the Host City for the event. In such cases, NAGAAA assumes all
883 responsibilities and costs for hosting said GSWS and the Board of Directors is exempt from the restrictions listed in
884 this chapter.

885

886 **30.15 Host City (Bid) Selection:** The GSWS Host Cities shall be selected by majority vote of the Council before
887 the conclusion of the Summer Meetings but after the Q&A presentation.

888

889 SECTION 2 – TOURNAMENT FORMAT

890

891 **30.20 Divisions:** The GSWS shall be conducted with teams divided by the divisional guidelines of this
892 organization in the following divisions: "A", "B", "C", "D", "E", "Legends-C", and "Legends-D" Divisions.

893 a. If there are less than four (4) teams registered in the Legends-D Division, the division shall be consolidated
894 into the Legends-C Division. Teams originally registered for the Legends-D Division may, upon notice of
895 the consolidation, elect to withdraw from the tournament and receive a full refund of the team and other
896 required fees and deposits without penalty.

897

898 **30.21 Pool Play:** For all divisions, the pool play draw is based on team ratings, except for A and B Division pool
899 play assignments, the top three (3) seeds will be assigned to the top teams from NAGAAA Cup in their respective
900 division, if applicable. For Legends-C and Legends-D Divisions, pool play shall begin no earlier than Wednesday of
901 the week of the GSWS except that when more than 20 teams are registered in either Legends Division then pool
902 play shall begin no earlier than Tuesday of the same week. Pool play shall consist of four (4) games per team,
903 where possible, with a minimum of two (2) pool play games. The Athletic Director shall assign each team an equal
904 number of games per team as the home team and the visiting team and in the case of any odd number of games
905 per team, the Athletic Director shall randomly assign the team as home or the visiting team.

906 a. Forfeiting any pool play game will result in an automatic disqualification of the team from that year's
907 double elimination tournament. Appeals of an automatic disqualification may be presented to the Athletic
908 Director before the beginning of the double elimination games if accompanied by a non-refundable \$50
909 fee. If an appeal is upheld, the team will be reinstated in the GSWS with the pool play record as recorded.
910 If an appeal is denied, the team is disqualified.

911

912 **30.22 Double Elimination:** The Athletic Director will hold and publish the results of a double elimination bracket
913 draw. Seeding into Double Elimination will be determined by the results of pool play using the following method:

914 a. For teams with the highest **win percentage** will receive the higher seed

915 b. For teams with the same win percentage, the team with the **fewest losses** will receive the higher seed

916 c. For teams with the same win percentage and number of losses, the team with the **most wins** will receive
917 the higher seed

918 d. For teams with the same win percentage, number of losses, and number of wins, the team with the **most**
919 **ties** will receive the higher seed.

920 e. For teams with the same win percentage, number of losses, number of wins, and number of ties, the
921 team with the **fewest runs allowed** will receive the higher seed

922 f. For teams with the same win percentage, number of losses, number of wins, number of ties, and number
923 of runs allowed, the team with the **higher rating** will receive the higher seed

- 924 g. For teams with the same win percentage, number of losses, number of wins, number of ties, number of
925 runs allowed, and team rating, a **random draw** will determine the team that will receive the higher seed.

926 **30.23 Trophies:** Trophies will be given in all divisions and awarded after the conclusion of the Double
927 Elimination Tournament. Team Trophies will be given for the 1st, 2nd, 3rd, and 4th place winners for each division.
928 Individual awards will be given to the rostered members of the trophy-winning teams in each division.

929
930 **SECTION 3 – REGISTRATION**

931
932 **30.30 Player Registration:** Each member of each GSWS team shall be required to register prior to playing in the
933 GSWS. During registration, players must verify their rating, pick up player status, select an LGBT/Non-LGBT status,
934 review the required waiver information, declare any and all associations in which the player played during the
935 qualifying seasons for that years' GSWS, and verify the accuracy of all information and provide their signature to
936 complete the registration. Players will be required to present state or nationally accepted photo identification at
937 registration for the purposes of establishing identity. No changes can be made to any player rating, either adding
938 or deleting, at any time without the member association's commissioner's or voting representative's (as
939 designated by that association's commissioner) in person authorization and approval.

940
941 **30.31 Registration Terms and Exceptions:** Player registration will be closed prior to the start of the first double
942 elimination game in that player's division. The Director of Competition shall have the authority to allow late
943 registration to a player with a travel delay demonstrated to be beyond their control.

944
945 **30.32 Director of Competition Review:** The Director of Competition shall review GSWS rosters and the ratings
946 database for any rostering and rating of players on more than one (1) GSWS roster and/or ratings in more than one
947 (1) association and report the violation to the Commissioner(s) of the association(s) in which the player is rostered
948 and rated, the Commissioner of NAGAAA, the committee charged with membership related matters, and the
949 Ethics Committee.

950
951 **SECTION 4 – TEAM ENTRIES**

952
953 **30.40 Team Entry Fees:** Member associations shall reserve GSWS tournament berths by paying an entry fee as
954 determined by the Board of Directors and by the deadline established by the board, unless exempted from the fee.
955 Late payments of the fee are subject to fine. Cancellations of team entry, subject to the minimum berth
956 requirement, shall result in refund of the team fee if cancelled before the deadline set by the Board of Directors.
957 Cancellations after the deadline are not refundable.

958
959 **30.41 Host Hotel Deposits:** Each Association, except for the Host City, shall also provide a hotel deposit for each
960 of its GSWS teams as determined by the Board of Directors and by the deadline established by the board. The hotel
961 deposit for each team, or on a cumulative basis for an Association, shall be fully refunded to the Association only
962 when the Association provides receipts totaling the number of nights per team in rooms booked within the official
963 block of qualifying rooms as determined by the Board of Directors and the receipts are provided to the Treasurer by
964 the deadline established by the Board of Directors.

965
966 **30.42 World Series Berth Allocation:** Teams may participate in the GSWS by earning a berth through one of the
967 following:

- 968 a. Association Berth Allotment: Member associations are allotted a certain number of GSWS berths. In turn,
969 each member association shall be responsible for its own determination on utilizing its allotted GSWS
970 berths.
971 b. The top four (4) GSWS teams in the B, C, D, and E Divisions receive an automatic berth to the following
972 year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the
973 automatic berth, the GSWS team must: play in the next highest Division the following year or include at
974 least 4 players from the previous year's GSWS roster. Any B team awarded an automatic berth by this
975 provision shall be exempt from the minimum team rating requirement for the A Division.

- c. The top four (4) NAGAAA Cup teams in the B and A Divisions receive an automatic berth to the same year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the automatic berth: the NAGAAA and the GSWS Rosters for the team must adhere to the guidelines for a Standard Roster, the players from both rosters must meet all eligibility requirements for the GSWS and the GSWS roster must not include more than 4 pickup players from the same Member Association. Any berth awarded in this sub-section shall be forfeited if any player on the Roster for the awarded NAGAAA Cup team is listed on a Standard Roster in a different Member Association for purposes of qualifying for the GSWS. The first-place team in each Division will also have their GSWS fee waived.

30.43 Minimum Berth Requirement: Each Association must send at least one (1) team to the GSWS, or be subject to a fine as determined by the Board of Directors as well as other sanctions, including, reduction of the total berth allocation to one (1) total team for the following years' GSWS, and possible suspension or termination of membership.

30.44 Exemptions from Minimum Requirements: A member association with eight (8) or fewer teams shall be exempt from the penalties under the Minimum Berth Requirement under certain circumstances. To exercise this exemption, the Association must notify the Commissioner of its intent not to participate in that year's GSWS by the deadline established by the Board of Directors and must not have exercised this exemption in the immediately preceding two (2) calendar years. The member association shall be required to fulfill all other obligations, including, but not limited to, the GSWS Protest Committee(s).

30.45 Association Berth Allotment: Each member association is allotted a certain number of GSWS berths as listed in the table below:

- a. A member association may enter an unlimited number of A, and B Division teams notwithstanding any other berth allotments.
- b. In calculating berth allotments, all regular season teams of a member association shall be considered in determining the number of berths allotted.
- c. A member association may submit up to one All Association Roster in the E, D and C Divisions. Any submission of an All Association Roster in a Division precludes the submission of any other type of rosters in that same Division.
- d. A member association entering only one (1) A Division team may do so as on open-roster team.
- e. All Legends-C and Legends-s-D Division teams shall be considered open roster teams.

ASSOCIATION BERTH ALLOTMENTS

Team entries may not exceed maximum limits for each division nor the total maximum berths.

TEAMS IN MEMBER ASSOCIATION	A DIVISION	B DIVISION	C DIVISION	D DIVISION	E DIVISION	LEGENDS C DIVISION	LEGENDS D DIVISION
1-9 Teams	UNLIMITED	UNLIMITED	2 teams total distributed any way between C/D/E Division			1 team in Legends C or Legends D	
10-18 Teams			3 teams total distributed any way between C/D/E with a max of 2 per Division			1	1
19-28 Teams			5 teams total distributed any way between C/D/E with a max of 2 per Division			2	2
29+ Teams			7 teams total distributed any way between C/D/E with a max of 3 per Division			2	2

*The GSWS Host City may add one (1) team in each division for only the 2023 GSWS.
For the 2024 GSWS and on, the host city may only add one (1) team in the division of their choice.*

1010 **30.46 No-Repeat Rule:** No team awarded first, second, third, or fourth place in the B, C, D, or E Division of the
 1011 GSWS shall be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the
 1012 Legends D Division, the first and second place team shall not be eligible to compete in the same or lower division
 1013 at the following two (2) year's GSWS. For the purpose of this rule, an ineligible returning team shall be defined as
 1014 consisting of four (4) or more players from a GSWS roster of a team awarded first, second, third, or fourth place in
 1015 the previous two (2) GSWS in the B, C, D, or E and the first or second place in Legends D Division.

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 1017

1018 CHAPTER 40 – NAGAAA CUP

1019
 1020 **40.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1021 meeting.

1022
 1023 **40.02 Purpose:** The NAGAAA Cup is an invitational tournament that is designed to increase GSWS participation
 1024 by the A, B, Legends C and Legends D Divisions.

1025

1026 SECTION 1 – ADMINISTRATION AND TEAMS

1027

1028 **40.10 Administration:** The Board of Directors will determine the location and date of the NAGAAA Cup. All
 1029 teams will pay a fee for participating in the NAGAAA Cup, as determined by the Board of Directors. The Board of
 1030 Directors may, upon request of the Athletic Director, alter and change the format and rules of the tournament as
 1031 needed to accomplish play and ensure completion of the tournament in times of, including, but not limited to,
 1032 nature-related incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation
 1033 of the tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the role
 1034 and responsibility for all personnel of the tournament.

1035

1036 **40.11 Teams:** Invitations will be given to all A Division teams, and the top B, Legends C and Legends D Division
 1037 teams from the previous year's GSWS. Teams that have been invited must have 4 members of their GSWS roster to
 1038 be considered eligible for play in the NAGAAA Cup. Teams must accept the invitation by the deadline set by the
 1039 Director of Competition. After the deadline for acceptance has passed, the NAGAAA Director of Competition will
 1040 then issue invitations to any new A Division Team that has formed that year and then the remaining B teams from
 1041 the previous GSWS in order of their finish, and any other Legends C and Legends D Division teams. All teams must
 1042 submit their NAGAAA Cup roster by the deadline established by the Board of Directors.

1043

1044 **40.12 NAGAAA Cup Roster:** A and B Division teams entered in the NAGAAA Cup should register with the same
 1045 roster that they intend to submit as a regular season roster and may add only up to four (4) pick-up players to its
 1046 roster that will not be a part of the team's regular season roster. A roster for the NAGAAA Cup must have at least
 1047 ten (10) players rostered and a maximum of three (3) non-LGBT players. No player may be listed on more than one
 1048 (1) NAGAAA Cup Roster. The roster may not be comprised of more than twenty (20) players, except those
 1049 managers and/or coaches who are not eligible to play or who do not play as a player do not count towards this
 1050 requirement and each NAGAAA Cup roster may name two (2) non- playing members in addition to the maximum
 1051 of 20 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline
 1052 for submission of the roster, and any sanctions for errors, omissions, and/or changes. Legends Division teams will
 1053 adhere to the Legends Division Roster rules as outlined in section 20.17.

1054

1055 **40.13 Winners and GSWS Berths:** Regardless of their overall NAGAAA Cup standing, the 3-highest placing A and
 1056 B Division teams will receive an automatic berth into that year's GSWS. GSWS team fees for the highest-placed A
 1057 and B Division teams will be waived. All other fees/deposits will still apply. Automatic berths shall not count
 1058 toward the respective association's GSWS berth allotment. A team earning a berth awarded in this sub-section
 1059 may only add up to four (4) players on its roster at the GSWS to utilize the berth as awarded or the berth shall be
 1060 forfeited. Any berth awarded in this sub-section shall be forfeited if any player from the NAGAAA Cup roster of the
 1061 team awarded the berth is listed on a regular season roster in a different member association, but only if that
 1062 member association is the player's qualifying association. No automatic berths to the GSWS will be given to

1063 Legends Division teams. A NAGAAA Cup trophy for overall first, second and third place will be awarded to all
 1064 divisions competing in NAGAAA Cup. If the 3 highest placing teams are eliminated in the same round of the bracket
 1065 (given it is a mixed division tournament), the tie breaker will be as follows:

- 1066
- 1067 a. Overall double elimination record,
 - 1068 b. Ratings from highest to lowest,
 - 1069 c. Random draw.

1070

1071 SECTION 2 – RULES AND TOURNAMENT FORMAT

1072

1073 **40.20 Rules:** All USA Softball (ASA) and NAGAAA rules as listed in this manual apply to the NAGAAA Cup unless
 1074 explicitly stated in this section.

1075

1076 **40.21 Explicit NAGAAA Cup Rules:** These rules are those that preempt USA Softball (ASA) and NAGAAA rules in
 1077 the NAGAAA Cup.

- 1078 a. Each team is guaranteed five (5) games.
- 1079 b. Pool play will have a mixture of A and B Division teams.
- 1080 c. Home team will be decided by a double flip for pool play games. For all games in double elimination, the
 1081 home team shall be the higher seeded team between the two (2) opposing teams, except that no team
 1082 that is undefeated in double-elimination may be the away team when facing an opponent, with a
 1083 recorded loss in double elimination, who is seeded higher.
- 1084 d. Uniforms need not be like colored. However, an Arabic whole number (0-99) of contrasting color at least 6
 1085 inches high must be worn and visible. Identical numbers are not permitted.
- 1086 e. All field complexes must have Automated External Defibrillators (AED's) and staff available who are
 1087 certified in the use of such equipment.

1088

1089 **40.22 Seeding Process:** For pool play games, seeds shall be determined by the ratings of the teams. In
 1090 double elimination games, all seeds will be determined by the win-loss-tie record of the teams. The Double
 1091 Elimination bracket shall be a combined bracket for the A and B Divisions.

1092

1093

1094

CHAPTER 50 – PROTEST PROCEDURE

1095

1096 **50.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1097 meeting except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
 1098 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting and the amount of
 1099 any fines or fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.

1100

1101 **50.02 Authority:** A Protest Committee will rule on all eligible protests of player eligibility and ratings. Any
 1102 protest on the application of the rules of play are made to the UIC and are not in the authority of any Protest
 1103 Committee to act on. Any Protest Committee shall consist of members appointed by the Commissioner. The
 1104 Commissioner shall not, in any circumstance, be a party to the protest or act as a member of a Protest Committee.

1105

1106 **50.03 Protest Committee Schedule:** Member Associations may be appointed as Protest Committee members by
 1107 the Commissioner and be assigned times and required to fulfill their duties as part of a protest committee or face
 1108 penalties provided for by this organization. The Director of Competition will create a Protest Committee schedule
 1109 assigning times and locations in proportion to the number of teams that an Association sends to that year's GSWS.
 1110 This schedule will be distributed prior to the close of the Summer Meeting for that year's GSWS. Protest
 1111 Committee members must be present and available to hear protests at the assigned time and place. Protest
 1112 committee members may change assigned times/places provided they initiate the change with another
 1113 Association and notify the Protest Chair.

1114

1115 **50.04 Protest Chairs and Assistant Protest Chairs:** The Commissioner shall appoint one (1) Protest Chair and a
 1116 number of Assistant Protest Chair(s) as determined by the Board of Directors. These positions shall act as chairs of
 1117 any Protest Committee and operate as an independent judge of the matter before the committee, including, but
 1118 not limited to, guiding the process, assisting the committee with inquiry and exploration, and informing the parties
 1119 of the process and matters before the committee. In no way, shall a chair opine on the merits of the protest, take
 1120 part as an advocate for or against any party, nor cast a vote on the matter before the committee. The designated
 1121 Protest Chair will explain and distribute the procedure for protesting a player or team to the GSWS team
 1122 representatives at the Managers' meeting held prior to the start of the GSWS, including explanations of reasons for
 1123 denial of a protest.

1124
 1125 **50.05 Protest Committee Composition:** The Commissioner shall appoint at least five (5) persons for each field
 1126 complex or designated location for protests for the tournament. The Commissioner may appoint additional
 1127 persons so that multiple protests may be heard concurrently if necessary. These persons shall be protest
 1128 committee members. For the purposes of hearing a protest, three (3) protest member shall constitute the
 1129 committee.

1130 a. No member of the protest committee shall be on the roster of a team in the division of which the protest
 1131 is involved, a member of a regular season roster for any of the member associations involved in that
 1132 protest, nor a party that filed said protest or is evidence to the protest, and no member association may
 1133 have more than one (1) person represented on the protest committee.

1134
 1135 **50.06 Protest Committee Deliberations:** Protest Committee business shall only be discussed with other Protest
 1136 Committee members, the chair of the Protest Committee, the Athletic Director or their assistant(s), and/or the
 1137 NAGAAA Board of Directors. In the course of an appeal or on business matters before the Council, member
 1138 associations may be involved in post facto discussions about a protest that filed, heard, and adjudicated. Only
 1139 members of the committee, the chair, NAGAAA Board of Directors, parties involved in the protest, the Athletic
 1140 Director or their assistant(s), and witness and/or advocates as allowed by the committee shall be permitted into
 1141 the hearing of evidence and testimony before the Committee.

1142
 1143 **SECTION 1 – FILING A PROTEST**

1144
 1145 **50.10 Who Can File a Protest:** Protests may only be filed by the opposing team's manager of record or their
 1146 proxy, named to the Director of Competition prior to the tournament, or any Open Division Director, or a member
 1147 association's Commissioner or their proxy, submitted to the Director of Competition prior to the start of the
 1148 tournament. To be eligible to file a protest, a member association must be a member in good standing.

1149
 1150 **50.11 Protests Not Eligible:** No player can have their ratings protested, if the result of the protest would cause
 1151 their current GSWS rating to be lowered. No protests may be filed based on ratings in the A division.
 1152 a. Beginning in 2019 and thereafter, no protests may be filed based upon a player's sex, sexuality, gender, or
 1153 gender identity.

1154
 1155 **50.12 Filing a Protest:** A protest must be filed prior to the completion of the game in question. The game umpire
 1156 will suspend the game and notify a NAGAAA official, of all protests or ejections. When filing a protest, the
 1157 protesting party must complete the Protest Form in its entirety and a protest fee must be submitted at the time of
 1158 the filing. The Protest Form will include a list of required fees for reference. The form will only include spaces for
 1159 the following required information: date, game time, name of the team protesting (OR name and title of the
 1160 person protesting if it is not a team filing the protest), name of the team being protested, division of play, name of
 1161 the player being protested (if any), ratings questions being protested (if any), nature of the protest (required ONLY
 1162 for protests other than ratings protests), and the name and signature of the person submitting the protest.

1163
 1164 **50.13 Initial Review of the Protest:** Upon initial review of the protest filing, should the protest be denied due to
 1165 an improper filing, the NAGAAA official denying the protest will provide a denial reason but may not directly assist
 1166 completing the form. Upon initial review of the protest filing, should the protest be accepted, the NAGAAA official
 1167 making that determination will notify the teams' managers and the game will continue to conclusion.

1168 a. Any NAGAAA Official denying a protest under this review must clearly state the complete reason for
 1169 denial of the protest, including any errors and/or omissions on the part of the protesting party. Failure to
 1170 clearly state such reasons for denial shall be reported by the protesting party to the Commissioner.
 1171

1172 **50.14 Fees for Filing a Protest:** The costs, due at the time of filing, for filing a protest are as follows:

- 1173 a. For protests not based on player ratings there shall be a fifty-dollar (\$50) fee to protest a player for non-
 1174 rating issues.
- 1175 b. During pool play, the ratings protest filing fee is \$50.00 and \$10.00 per challenged question.
- 1176 c. During double elimination, the ratings protest filing fee is \$100.00 and \$20.00 per challenged question.
 1177

1178 **50.15 Refundable Filing Fees:** If a protest is upheld, any protest filing fee and challenged question fee(s) are
 1179 returned. If a protest is denied, all fees are nonrefundable. If only a portion of the protest is upheld, monies shall
 1180 be returned based on the sliding scale for the protest filing fee and challenged question fee as shown below:

1181

Partially Upheld Protests in Pool Play							
		#of questions challenged					
		1	2	3	4	5	6
Filing Fee		\$20	\$40	\$60	\$80	\$100	\$120
# of questions upheld	1	\$20	\$20	\$20	\$20	\$20	\$20
	2		\$40	\$40	\$40	\$40	\$40
	3			\$60	\$60	\$60	\$60
	4				\$80	\$80	\$80
	5					\$100	\$100
	6						\$120

Partially Upheld Protests in Double Elimination							
		#of questions challenged					
		1	2	3	4	5	6
Filing Fee		\$40	\$80	\$120	\$160	\$200	\$240
# of questions upheld	1	\$40	\$40	\$40	\$40	\$40	\$40
	2		\$80	\$80	\$80	\$80	\$80
	3			\$120	\$120	\$120	\$120
	4				\$160	\$160	\$160
	5					\$200	\$200
	6						\$240

1182

1183 **SECTION 2 – CONVENING AND CONDUCTING A PROTEST**

1184

1185 **50.20 Convening a Protest Committee:** When a protest is filed, the respective Protest Chair or Assistant Protest
 1186 Chair will convene a Protest Committee to hear and rule on the protest. A chair with a conflict of interest will
 1187 recuse themselves, and an alternate will be assigned. The Protest Chair or Assistant Protest Chair shall randomly
 1188 select three (3) of the appointed protest members to constitute the committee and hear the protest.

- 1189 a. No member of the protest committee shall be on the roster of a team in the division of which the protest
 1190 is involved, a member of a regular season roster for any of the member associations involved in that
 1191 protest, nor a party that filed said protest or is evidence to the protest, and no member association may
 1192 have more than one (1) person represented on the protest committee.
 1193

1194 **50.21 Protest Hearing Process:** The Protest Committee will hear the arguments of both teams and/or parties
 1195 involved in the protest in order to rule on a protest. During pool play, the Protest Committee will rule on protests
 1196 as quickly as possible but, in any event, prior to the determination of seeding for double elimination play. During
 1197 double elimination play, the Protest Committee will rule on the protest prior to the start of the next game in which
 1198 either team is to be involved. A protest that involves player eligibility and not player ratings, must include at least
 1199 one (1) member of the NAGAAA Board of Directors, which shall not be the Commissioner.

1200 **50.22 Protest Committee Evidence and Record:** Protest Committee hearings are to be audio recorded. The
 1201 recordings from the protest hearing(s) will be kept for one (1) year from the date of the hearing by the Director of
 1202 Competition and then destroyed. All player ratings from the prior year and the current year will be available for all
 1203 Protest Committee hearings.

1204
 1205 **50.23 Protest Hearing Process:** A protest hearing shall be conducted in the following process:
 1206 a. The Protest Committee chairperson will begin the proceedings by explaining the protest hearing
 1207 procedures to each team's Manager.
 1208 b. The protesting party will begin the hearing by explaining the basis for the protest and presenting any
 1209 evidence of any kind, including, but not limited to scorebooks, to support the protest.
 1210 c. The Protest Committee has the authority to then call for a vote to move the protest forward.
 1211 d. After the protesting party has presented its case, the protested party will be afforded the opportunity to
 1212 present evidence of any kind, including, but not limited to scorebooks, to rebut the protesting party's
 1213 argument.
 1214 e. After the parties have presented their cases the Protest Committee will have the authority to interview
 1215 players involved in the GSWS, Association officials and Members, and Open Division and GSWS officials
 1216 and umpires.
 1217 f. Both principal parties must be notified of and afforded an opportunity to be present.
 1218 g. The Protest Chair shall remove all parties from the room except for the Protest Committee after the
 1219 parties have presented their case to allow careful deliberation.
 1220 h. When the principal parties and the Protest Committee have completed their interviews and deliberations,
 1221 the Protest Committee shall vote by secret ballot to determine whether to uphold or deny the protest, by
 1222 majority vote. The principal parties shall have the opportunity to observe the voting process.
 1223 i. The votes will be tallied, and the parties will be informed of the Protest Committee's decision.
 1224 j. The decision of the Protest Committee is final for the duration of that tournament. Both the Protesting
 1225 Party and the Protested Party are asked to certify, by signature, that the protest hearing was completed in
 1226 accordance and compliance with the process outlined in the policies of this organization. Should either
 1227 party refuse to sign, the review of the process is referred to the Commissioner.
 1228

1229 SECTION 3 – PENALTIES FROM A PROTEST

1230
 1231 **50.30 Actions Arising from the Protest Committee:** If the Protest Committee changes a player's rating question,
 1232 it will be submitted to the Director of Competition and will remain marked as "Yes" or "Y" through the following
 1233 two (2) GSWS. Any action taken by the Protest Committee will be reviewed by the Council through the Ethics
 1234 Committee at the Winter Meeting of the next calendar year to determine if further sanctions are appropriate. The
 1235 Protest Committee may make recommendations for any additional penalties.
 1236

1237 **50.31 Penalties for Non-Ratings Based Protests:** A person protested on matters other than player rating and
 1238 found in violation shall be assessed the following penalties:
 1239 a. The player's team forfeits the protested game and any subsequent games in which the protested player
 1240 has played prior to the resolution of the protest.
 1241 b. The player and their team manager will be disqualified from the remainder of the current GSWS.
 1242 c. A fine of \$500 assessed to the player's qualifying association.
 1243
 1244

1245 **50.32 Fines for Ratings Based Protests:** A player protested on player ratings and found in violation shall have
 1246 their qualifying association assessed the fines listed in the table:
 1247

# of Questions Successfully Challenged	Fines Assessed for Each Successfully Challenged	Total Fine for All Questions Successfully Challenged
1	\$100.00	\$100.00
2	\$200.00	\$300.00
3	\$300.00	\$600.00
4	\$400.00	\$1,000.00
5	\$500.00	\$1,500.00
6+	\$600.00 and additional \$100/question (7+) successfully challenged	The sum of fine amount immediately to the right and each fine listed in that column.

1248
 1249 **50.33 Penalties for Ratings Violations Causing a Team to Move Up a Division:** If a protest results in a player
 1250 rating change that causes a team to move up a division, the protested team forfeits the protested game and the
 1251 opponent is named the winner of the game. Additionally, the protested team is eliminated from the current
 1252 tournament and the protested team's member association is fined \$500, in addition to the fines listed above in this
 1253 section.
 1254

1255 **50.34 Penalties for Ratings Violations Not Causing a Team to Move Up a Division:** If a protested player's rating
 1256 is increased by one (1) point and does not move the player over the ratings cap for that division, the player can
 1257 continue to play in the current tournament. The new rating for the protested player will apply for the team's
 1258 overall rating. The result of the game stands and the team whose player was protested can continue in the
 1259 tournament, provided that it is not their second loss in double elimination.
 1260

1261 **50.35 Penalties for Specific Rating Violations:** The following provisions apply in the scenarios as outlined:
 1262 a. If a protested player's rating is increased by two (2) or more points, the player will be deemed ineligible
 1263 for the remainder of the current tournament, regardless of maintaining eligibility. In addition, the new
 1264 rating will be accounted for in the team's overall rating. Notwithstanding the penalty, the result of the
 1265 game stands and the team whose player was protested can continue in the tournament, provided that it
 1266 is not their second loss in double elimination.
 1267 b. If a protested player's rating exceeds the limit for that division; the player is ineligible going forward and
 1268 can no longer play in the current GSWS. In addition, the new rating will be accounted for in the team's
 1269 overall rating. The protested team will be declared the loser of the game. The protested team can
 1270 continue to play in the tournament only if the new team rating falls in the divisional guidelines of the
 1271 division entered and provided that loss recorded on the part of the protest was not the team's second
 1272 loss in double elimination.
 1273

1274 **50.36 Penalties for Numerous Rating Violations:** If a team has three (3) or more protest ratings questions
 1275 upheld, either in one (1) game or multiple games, the protested team will forfeit the last protested game and the
 1276 opponent is declared the winner. Additionally, the protested team is eliminated from the current tournament and
 1277 the protested team's member association is automatically fined \$500.00 in addition to the fines imposed in this
 1278 chapter.
 1279

1280 **50.37 Dual protests:** Whenever two (2) teams shall protest each other in the same game and both teams have
 1281 not yet had a loss in double elimination and both teams have at least one (1) protest question upheld the following
 1282 shall apply:
 1283 a. If the penalty for both Team A and Team B result in both teams being declared the loser, yet allowed to
 1284 remain in the tournament, then the loser of the game, as determined by the real score of the game, will
 1285 move to the loser's bracket. The winner of the game will advance to next level of the winner's bracket and
 1286 a forfeit will be declared, thus sending the team to the loser's bracket.

- 1287 b. If the penalty for both Team A and Team B results in both teams being declared the loser, and one (1)
 1288 team is ejected based on the result of the protest and the other team is allowed to continue based on the
 1289 result of the protest, the team that is allowed to continue will move to the loser's bracket.
 1290

1291 **50.38 Rating Workshop Requirements:** Mandatory attendance of member associations is required at the Rating
 1292 Workshop held concurrently to the Winter Meetings if any of the below are true. A fine of \$100 will be assessed to
 1293 member associations required to attend the workshop and who fail to attend.

- 1294 a. A team of a member association lodges two (2) or more unsuccessful ratings questions during one (1)
 1295 single tournament.
 1296 b. A member association has more than two (2) protest questions upheld during one single tournament.
 1297

1298 CHAPTER 60 – ETHICS PROCEDURE

1299
 1300 **60.01 Jurisdiction:** This chapter shall be the jurisdiction of the Ethics Committee and amended by majority at
 1301 any Ethics Committee meeting, except that the amount of any fines or fees shall be the jurisdiction of the Board of
 1302 Directors and amended at any board meeting by majority.
 1303

1304 **60.02 Authority and Applicability:** The purpose/scope of this procedure is limited to providing a means to
 1305 assess whether the behaviors, attitudes, and actions of our members align with our organizational values. The
 1306 power of this organization to discipline its member associations or teams and/or players of the individual member
 1307 associations is retained by the Council through the processes in this chapter. Penalties and sanctions as assigned
 1308 by this organization only apply to membership in IPS and official events as hosted by this organization. This
 1309 organization has no power to compel the suspension and/or expulsion of individual players or teams from local
 1310 member association events nor to bar member associations from participating in any event or action other than
 1311 official events of this organization. No member association's action or inaction to discipline its member shall apply
 1312 to this organization without action by the Council.
 1313

1314 SECTION 1 – PETITION PROCESS

1315
 1316 **60.11 Petition by Member Associations:** A member association and/or player may file a petition seeking
 1317 discipline against another member association and/or individual not less than ninety (90) days prior to the next
 1318 meeting of the Council. The petition shall include the following information to be accepted:

- 1319 a. Name(s) of the association, team, or individual member(s) petitioned against
 1320 b. Association of those mentioned in (a)
 1321 c. Date(s) of the events in question
 1322 d. Reference to the rule(s) believed to be violated or behavior, actions, or attitudes exhibited
 1323 e. Brief summary of the issue
 1324 f. Requested remedy
 1325

1326 **60.12 Screening of Petition:** The petition screening process has two steps: Completeness and Applicability.

- 1327 a. **Completeness:** Any petition submitted to the Ethics Committee will first be reviewed by the Ethics Chair
 1328 to ensure all information required in Section 60.11 has been included. If the petition is missing any
 1329 required information, the Ethics Chair will try to assist the petitioner in correcting the error by:
 1330 1. Notifying the petitioner that the petition is incomplete
 1331 2. Informing the petitioner what information is needed to correct the petition
 1332 3. Allow the petitioner 5 business days to correct any errors and resubmit the petition (NOTE: This
 1333 activity MAY occur within the 90-day submission period set forth in Section 60.11 and still be
 1334 considered a valid petition if corrected within 5 business days)
 1335 b. **Applicability:** Once the petition is successfully screened for completeness, a minimum of three (3) Ethics
 1336 Committee members shall review the petition to determine applicability. Examples of non-applicable
 1337 petitions include, but are not limited to:
 1338 1. Petitions determined to be outside the jurisdiction of IPS and/or Section 60.02 of this manual
 1339 2. Petitions determined to be frivolous, retaliatory, harassing or repetitive in nature

- 1340 3. Petitions determined to be explicitly disallowed by other aspects or procedures of this manual
 1341 c. Any petitions screened out for failing to meet either the completeness or applicability requirements shall
 1342 not be forwarded to the Council for action, will be included in the Ethics Report to the Council. The report
 1343 will include the total number of petitions, how many were screened out and the reason for screening out
 1344 (completeness or applicability). Furthermore, notification that a petition was screened out will be sent to
 1345 the petitioner(s) via email within 10 business days after the screening is completed by the Ethics
 1346 Committee.
 1347 d. All accepted petitions shall be forwarded for hearing at the next Council Meeting per Section 60.2.
 1348

1349 **60.13 Recusals:** Any petition received as outlined under this chapter that would cause a conflict of interest for a
 1350 member of the Ethics Committee (e.g., teammate, coach, partner, member of their home city) to decide on
 1351 accepting the petition, the affected committee member(s) will recuse themselves from reviewing the petition.
 1352

1353 If a conflict of interest exists that causes less than three (3) Ethics Committee members to be able to vote on the
 1354 acceptance of an item, the following individuals will be considered for replacements in order of priority:

- 1355 a. Governance Committee Chair
 1356 b. Governance Committee Vice-Chair
 1357 c. Any remaining Standing Committee Chair/Vice-Chair, selected in alphabetical order of last name.
 1358

1359 SECTION 2 – HEARING PROCEDURES

1360
 1361 **60.21 Notifications:** Notification will include reference to the potentially sensitive nature of the information and
 1362 indicate the matter must remain confidential and limited to affected parties and any witnesses to protect the
 1363 integrity of those involved.

- 1364 a. Confidentiality: To maintain confidentiality, the affected parties must be verified relevant by the Secretary
 1365 prior to officially communicating the ethic petition notification. Affected parties may include: the petitioner,
 1366 any named persons petitioned against, and the commissioner of the verified parties' last known local member
 1367 association.
 1368 b. Notification will be sent to the last known contact information on file in the IPS database.
 1369 c. If there is no contact information for those petitioned against in the IPS database, the Secretary will
 1370 inform the petitioner that they must provide updated association and/or contact information for those
 1371 petitioned against within 5 business days. If the petitioner fails to do so, anyone unable to be contacted will be
 1372 stricken from the petition. If this action results in no one remaining on the petition, the petition will be
 1373 dismissed and included in the report of screened out petitions presented to the Council by the Ethics Chair
 1374 d. Any petition accepted in Section 60.12 will be forwarded by the Ethics Committee to the IPS Secretary for
 1375 communication to affected parties per the following guidelines:
 1376 e. Notification will be sent via email, which will include the petition and a request for written response
 1377 confirming receipt of the notification from all affected parties.
 1378 f. Notifications will be sent at least 45 calendar days prior to the start of the next upcoming Council Meeting
 1379 (which is when the hearing must be held) and will indicate the estimated time, date, and place of the hearing.
 1380 g. Notification will include reference to Section 60 of the governing manual and state that those petitioned
 1381 against will have the opportunity to provide additional perspective at the hearing, in writing or in person;
 1382 however, not virtually as the Ethics hearings are closed session.
 1383

1384 **60.22 Deliberation:**

- 1385 a. Participants - All those petitioned against in an accepted ethics petition must be given an opportunity to
 1386 provide additional details before the Council in closed session to protect the privacy and integrity of the
 1387 affected parties. Exceptions to the closed session attendance rule include:
 1388 1. Ethics Chair
 1389 2. Parliamentarian
 1390 3. Ethics Committee Members
 1391 4. Affected parties or their appointed proxy by written request to the Ethics Chair
 1392 5. Approved witnesses by written request of the petitioner or affected party to the Ethics Chair

- 1393 b. The hearing will proceed as follows:
- 1394 1. Opening remarks by the Ethics Chair (or delegate) regarding the nature of the petition, the
- 1395 process that will be following, and introduction of affected parties (or proxies) and witnesses
- 1396 2. Presentation of evidence (including witness testimony) presented by the petitioner or their proxy
- 1397 (Recommended <15 minutes)
- 1398 3. Presentation of additional evidence (including witness testimony) by each/all of those petitioned
- 1399 against or their proxy (Recommended <15 minutes)
- 1400 4. Clarifying questions / comments raised by Council Members
- 1401 5. Closing remarks and suggested remedy by petitioner(s) or proxy (Recommended <5 minutes)
- 1402 6. Closing remarks by those petitioned against or proxy (Recommended <5 minutes)
- 1403 7. Closing remarks / next steps by the Ethics Chair (or delegate)
- 1404 c. In the event of any unforeseen procedural circumstances not outlined in Section 60, The Ethics chair in
- 1405 conjunction with the Parliamentarian will decide how to address and proceed, unless that decision would be a
- 1406 conflict of interest for any reason, in which case the recusal chain outlined in 60.13 will be in effect. If
- 1407 procedural deviations occur, they will be documented by the Ethics Chair then reviewed by the Ethics
- 1408 Committee to determine if they are significant enough to warrant an update to Section 60, and if so, updated
- 1409 prior to the next Council Meeting.

1410

1411 **60.23 Rulings:** After hearing all the evidence and being afforded an opportunity to deliberate and ask questions

1412 of affected parties and witnesses, the Council will dismiss the affected parties and witnesses from the closed

1413 session. An opportunity for further deliberation will occur, then the Council will vote first ONLY on whether an

1414 ethics infraction occurred, NOT disciplinary action. If multiple parties are included in a petition, each party must be

1415 individually voted upon. A majority is required.

1416

1417 **60.24 Disciplinary Actions:** For any/all ethics petitions that resulted in passing vote in Section 60.23, the Council

1418 must deliberate then vote on appropriate disciplinary action, if any. The council must begin with the petitioner's

1419 suggested remedy but may amend it under Robert's Rules of Order. A 60% majority is required to enact the

1420 disciplinary action. Some examples of disciplinary actions include:

- 1421 a. A period of probation for and/or a written warning to any individual or group determined to be involved,
- 1422 which may include the next GSWS and/or NAGAAA Cup
- 1423 b. Suspension of any individual or group determined to be involved from one or more subsequent GSWS
- 1424 and/or NAGAAA Cup events
- 1425 c. Suspension of the local association's voting privileges for a period of time
- 1426 d. Suspension of the local association from a division or the entirety of one or more subsequent GSWS or
- 1427 NAGAAA Cup events.
- 1428 e. Permanent expulsion of an individual, group, or association from IPS
- 1429 f. Monetary fines

1430

1431 **60.25 Final Notification:** The Secretary will record any disciplinary action determined during closed session and

1432 notify the affected parties of the Council's decision / disciplinary actions by email within 14 calendar days. Any

1433 rulings and disciplinary actions are final and effective immediately.

1434

1435 **SECTION 3 – MISCELLANEOUS DISCRETIONARY PENALTIES**

1436

1437 **60.31 Discretionary penalties for protests occurring at GSWS and NAGAAA Cup:** Details of any protest(s) that

1438 occur at any GSWS or NAGAAA Cup event according to Section 50 will be forwarded to the Ethics Committee by

1439 the Director of Competition (or delegate) for inclusion as part of the Ethics Report to the Council by the Ethics

1440 Chair at the next Council Meeting. The Ethics Chair will offer the opportunity for any Council Member to motion for

1441 discretionary penalties for any protest. If seconded, Section 60.24 will be followed.

1442

1443

1444

1445

CHAPTER 70 – MASTER DUES, FINES, AND FEES SCHEDULE

1446 **70.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
1447 any board meeting with the exception of the dues for this organization which shall be set by the Council annually
1448 by majority vote.

1449

1450 **70.02 Dues:** Each Association shall pay annual dues in like amount as shall be set by the Council at the previous
1451 year's Summer Meeting. Dues shall be delivered to the Treasurer prior to the start of the Winter Meeting. Dues
1452 must be paid prior to the start of the Winter Meeting or the Association will forfeit its right to vote until all
1453 accounts are satisfied. Failure to pay dues shall result in fines and/or other sanctions.

1454

1455 **70.03 Fines and Fees:** The number of fines and fees shall be determined by the Board of Directors and listed in
1456 the schedule. Fines shall be invoiced and paid before the commencement of the next council meeting following the
1457 assessment of the fine. Fines assessed to a Legends Division team which center on an issue connected to a player
1458 shall be assessed to the player's qualifying association. The monetary amount for fees for the current fiscal year
1459 shall be determined as part of the budgeting process and presented no later than the Winter Meetings.

1460

1461 **70.04 Appeal of Fines:** All fines, except protest fines, shall be eligible for appeal at the next regular meeting of
1462 the council after the fine is assessed through the process established by the Ethics Committee. A fine may only be
1463 waived by a two-thirds (2/3) vote of the Council. A member association will not be required to pay such fine until
1464 the conclusion of the next regular meeting, if appealing the assessed fine through a properly submitted business
1465 item, until the outcome of the appeal process. The association shall be considered in good standing while appealing.

1466 **70.05 Schedule:** The dues, fee, and fine schedule of this organization is:
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KEY: The Index column matches the dues, fee, or fine to the corresponding deadline in the deadline schedule. The Reference column indicates the Governing Manual reference.				
DUES SCHEDULE				
INDEX	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectation	1.04(b)	Member Dues	\$350
FEE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
I	GSWS	30.11	Host City Bid Fee	\$2500
--	NAGAAA Cup	-----	Host City Bid Fee	\$1500
S	GSWS	30.21(a)	Fee for appeal of pool play forfeit disqualification	\$50
J	GSWS	30.40	GSWS Team fee	\$500/team
J	GSWS	70.03	GSWS Participant Fee	\$35 per person
L	GSWS	30.41	GSWS Host Hotel Deposit	\$500/per team
N	NAGAAA Cup	40.10	NAGAAA Cup Team Fee	\$400/team
N	NAGAAA Cup	70.05	NAGAAA Cup Participant Fee	\$20 per person
T	Protests	50.14(b)	Pool Play Protest Fee	\$20/question
T	Protests	50.14l	Double Elimination Protest Fee	\$40/question
T	Protests	50.14(a)	Non-Rating Protest Fee	\$50
FINE SCHEDULE				
	ISSUE AREA	REFERENCE	APPLICATION	AMOUNT
A	Membership Expectations	1.04(a)	Failure to pay dues	\$100
B	Membership Expectations	1.04(a)	Failure to update member association information	\$100
B	Membership Expectations	1.04(a)	Failure to send a delegate to Winter/Summer Meetings	\$100
E	Regular Season Rosters	20.10	Fine for filing regular season rosters after deadline	\$100
F	Regular Season Rosters	20.10	Fine for changes to submitted regular season rosters (9/2/2024 – 9/15/2024)	\$100
M	NAGAAA Cup Roster	70.05	Fine for NAGAAA Cup player changes after due date	\$100 per occurrence
M	NAGAAA Cup	40.10	Fine for late payment NAGAAA Cup team fee	\$100
N	USA Cards	-----	Fine for receiving USA card after deadline	\$100 per team

O	GSWS Rosters	20.11, 20.12,	Fine for GSWS Player Changes in roster interim period (9/16/2024 – NOON CDT 10/6/2024)	\$100 per player per occurrence
Q	GSWS Rosters	20.11 and 20.12	Fine for GSWS Administrative Changes in pool play period. (12:01pm CDT 10/6/2024 – End of Summer Meeting)	\$100 per player
Q	GSWS Rosters	20.11, 20.12, and 20.20	Fine for GSWS Player Changes in pool play period. (12:01pm CDT 10/6/2024 – End of Summer Meetings)	\$250 per player per occurrence
J	GSWS	30.40	Fine for late payment GSWS team fee	\$100
J	GSWS Rosters	30.43	Fine for failure to send one (1) team to GSWS	\$500
T	GSWS Rosters	20.11 and 20.12	Fine for a team violating the non-LGBT rule	\$100
T	GSWS Rosters	20.11 and 20.12	Fine for an association official assisting a team in violating the non-LGBT rule	\$100
T	Protests	50.03	Fine for failure of member association to fulfill protest duty	\$100
--	Protests	20.25 and 50.38	Fine for failure of member association to attend rating workshop	\$100
T	Protests	50.31	Fine for protests upheld on non-ratings issues	\$500
T	Protests	50.32	Fine for protest(s) upheld on a single question	\$100/question
T	Protests	50.32	Fine for protest upheld on multiple questions	The sum of the fine of all questions protested and upheld and the fine for each lesser individual question protested and upheld (e.g., 5 questions upheld = \$500 + \$400 + \$300 + \$200 + \$100 = \$1500)
T	Protests	50.33	Fine for protest(s) upheld causing a team to move up a division	\$500
T	Protests	50.36	Fine for one (1) team with three (3) or more protests	\$500

			upheld in the duration of a single event	
--	Ethics	60.22	Discretionary fine for rating violations	Amount, up to \$2500, to be determined by the Board of Directors upon application of the fine by the Ethics Committee
--	Ethics	60.23(a)	Discretionary fines for violation of the non-LGBT rule by a team	Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee
--	Ethics	60.23(b)	Discretionary fine for violation of the non-LGBT rule by member association officials.	Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee

NOTE: This schedule shows all fees and fines as set by the Board of Directors. Some amounts may be included in the chapters of the Governing Manual for ease of reference. In the case of any discrepancy, this schedule controls the amount of the fee and/or fine.

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70.06 Deadlines: The deadlines for certain and specific activities are as follows in the table:

KEY: The Index column matches the deadline to the corresponding due, fee, or fine in that schedule. The Reference column indicates the Governing Manual reference.				
DEADLINE TABLE				
<i>All deadlines are at 11:59pm Central on the day listed unless explicitly noted otherwise</i>				
INDEX	ISSUE AREA	REFERENCE	APPLICATION/ISSUE	DEADLINE
A	Membership Expectations	1.04(b)	Membership Dues Deadline	Prior to start of Winter Meetings
B	Membership Expectations	1.04(b)	Reporting of Member Association Changes (officers, tournaments, etc.)	Within 30 days of local change
C	Council	2.07	Deadline for Items of Business requiring Council action, not including disciplinary proceedings.	30 days prior to the meeting
D	Council/Ethics	60.03	Deadline for petitions for disciplinary action	90 days prior to start of Winter/Summer Meetings
E	Regular Season Rosters	20.10	Deadline for submission of proper Regular Season rosters	9/1/2024
F	Regular Season Rosters	20.10	Period for late submission of or revision to Regular Season rosters; fine incurred	9/2/2024
				--TO--
				9/15/2024 11:59pm PDT
G	Regular Season Rosters	20.10	Final Deadline for Regular Season rosters – No changes (including ratings) or submissions following this deadline.	9/16/2024 12:00am PDT

H	GSWS	30.04	Deadline for nomination of umpires for GSWS	End of Winter Meetings
I	GSWS	30.21	Deadline for Host City Bid Deposit 2.5 year cycle.	Start of the Winter Meeting 8:00am CDT (2025 GSWS)
J	GSWS	30.60	GSWS Team Fee Deadline	9/1/2024
K	GSWS	30.60	GSWS Team Berth Reservations Deadline	9/1/2024
L	GSWS	30.61	GSWS Host Hotel Deposit Deadline	9/1/2024
M	GSWS	20.20	Deadline for proper GSWS Tournament Team Rosters	9/15/2024
N	GSWS	--	Deadline for submission of USA Softball (ASA) cards (1 per team)	9/15/2024
O	GSWS	20.11, 20.12, and 20.20	Period for late submission of adding or dropping of players. No changes to ratings permitted. No fine for admin changes.	9/16/2024
				--TO--
				10/6/2024 12:00pm CDT
P	GSWS	20.11, 20.12, and 20.20	Period for revision to GSWS Tournament Rosters; fine incurred	10/6/2024 12:01pm CDT ---TO---
				End of Summer Meetings
Q	GSWS	20.11, 20.12, and 20.20	Deadline for final GSWS Tournament rosters	End of Summer Meetings
R	GSWS	20.11 and 20.12	Deadline to cancel GSWS Team berth reservation (with refund)	9/15/2024
S	GSWS	30.21(a)	Deadline to appeal forfeit games in pool play of GSWS	Prior to beginning of double elimination in the team's division
T	GSWS	50.14(b)	Deadline to pay Protest fees	Due at the time of filing a protest
U	GSWS	30.41 (a)	Request a refund to GSWS hotel deposit	First day of December following GSWS
V	Hall of Fame	100.04	Hall of Fame Nomination period opens	June 1 st 12:01am CDT
W	Hall of Fame	100.04	Hall of Fame Nomination period closes	January 15 th
X	Hall of Fame	100.05	Hall of Fame Nominations and ballots delivered to members	January 31 st 12:00am CDT
Y	Hall of Fame	100.05	Hall of Fame Ballots due	March 3 rd
Z	Hall of Fame	100.06	Hall of Fame Chair notifies nominators of results of election	March 17 th
AA	Hall of Fame	100.08	Deadline for Hall of Fame Booster Club donations for program inclusion	August 1 st
AB	Board of Directors	4.01	Deadline for Board of Directors revision of deadlines	Month end following Spring/Fall Working sessions

AC	NAGAAA Cup	40.10	Deadline for Intent to Bid for NAGAAA Cup 2024	Start of Winter Meetings
AD	NAGAAA Cup	40.11	Deadline to pay team fee for NAGAAA Cup	3/25/2024 11:59pm PST
AE	NAGAAA Cup	40.11	Deadline to submit rosters for NAGAAA Cup; no changes allowed following this deadline	4/8/2024 11:59pm PST
AF	NAGAAA Cup	40.11	Period of late submission of adding or dropping of players to NAGAAA Cup rosters.	4/9/2024 – 4/15/2024 11:50 PST
AG	NAGAAA Cup	40.11	Deadline for final NAGAAA Cup rosters.	4/16/2024

NOTE: This table includes deadlines set by the Board of Directors and those set by the Council and/or committees for the ease of reference of the members. If there are any discrepancies between the language in the chapters of the Governing Manual and this table, this table shall be considered to be the correct deadline.

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CHAPTER 80 – BUDGET AND FISCAL POLICY

80.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting except that the amount of any fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.

80.02 Payments: All payments of any amount to this organization shall be made in form of check, credit card, or wire transfer. Cash payments may only be accepted for the payment of protest fees.

80.03 Revenue Sharing from Funds Not Restricted: Any sponsorship funds collected by NAGAAA and allocated by the sponsor for member associations, shall be disbursed by the Treasurer to all member associations in good standing. The funds shall be distributed equally. Member associations will only be eligible for these funds when in compliance with any and all terms and conditions required by sponsor.

80.04 Administrative Fee for Sponsorships: Notwithstanding other provisions of this chapter, all corporate sponsorships shared with member associations and GSWS or NAGAAA Cup host cities will incur a five-percent (5%) fee. At the end of each fiscal year, this administrative fee will be dispersed to all participating member associations as designated by the corporate sponsors for that year and the remainder of the funds are to be disbursed equally to all non-participating member associations. The funds will be dispersed to each league at the Winter Meetings of the completed fiscal year.

80.05 Commissions Due to Member Associations: NAGAAA shall credit to member associations two and one-half percent (2.5%) of any corporate sponsor lead that member association provides to NAGAAA that materializes in a new corporate sponsorship. This two and one-half percent (2.5%) shall be an annual commission for as long as that corporate sponsor remains a corporate sponsor. The two and one-half percent (2.5%) shall be on sponsorship funds allocated to NAGAAA and not on sponsorships earmarked for distribution to member associations.

CHAPTER 81 – MASTER COMPENSATION SCHEDULE

81.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

81.02 Salaries and Benefits: No person shall be considered an employee eligible for full-time or part-time employment in this organization unless authorized in this chapter.

1507 **81.03 Numbers of Persons:** Unless specifically stated in the bylaws or policies of this organization, the Board of
 1508 Directors shall determine the number of persons appointed to specific roles as needed.

1509
 1510 **81.04 Meeting per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Committee Chairs,
 1511 and Parliamentarian for the duration of any regular and/or special meeting of the Council. The Umpire-in-Chief is
 1512 granted a \$300 per diem for the duration of the summer meetings to prepare for the GSWS.

1513
 1514 **81.05 Tournament per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Athletic Director,
 1515 Assistant Athletic Director(s), Protest Chair and Assistant Protest Chair(s) for every day present and working during
 1516 the duration of the GSWS and NAGAAA Cup. A \$350 per day per diem shall be paid to the Umpire-in-Chief for the
 1517 duration of the GSWS and NAGAAA Cup. A \$175 per day per diem shall be paid to the Assistant Umpire(s)-in-Chief
 1518 for the duration of the GSWS and NAGAAA Cup.

1519
 1520 **81.06 Umpires:** Umpires for the GSWS and NAGAAA Cup shall be paid \$30 for each game officiated. The Board
 1521 of Directors may provide merit bonuses not to exceed \$500 to the Umpire-in-Chief and Assistant Umpire-in-
 1522 Chief(s) as they see fit.

1523
 1524 **81.07 Expenses:** The Board of Directors shall determine and pay the reasonable and necessary expenses for the
 1525 compensated volunteers of this organization which shall include, but are not limited to, travel expenses, car rental,
 1526 hotel and lodging.

1527 **CHAPTER 85 – CONFLICT OF INTEREST POLICY**

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 1530 **85.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1531 meeting.

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 1533 **85.02 Purpose:** The purpose of this conflict of interest policy is to protect this tax-exempt organization's
 1534 (NAGAAA Open Softball Division Inc) interest when it is contemplating entering into a transaction or arrangement
 1535 that might benefit the private interest of an officer or director of the Organization or might result in a possible
 1536 excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal
 1537 laws governing conflict of interest applicable to nonprofit and charitable organizations.

1538
 1539 **85.03 Definitions:** The following definitions apply to this chapter:
 1540 a. Interested Person – Any director, principal officer, or member of a committee with governing board
 1541 delegated powers, who has a direct or indirect financial interest, as defined below, is an interested
 1542 person.
 1543 b. Financial Interest – A person has a financial interest if the person has, directly or indirectly, through
 1544 business, investment, or family: (a) An ownership or investment interest in any entity with which the
 1545 Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or
 1546 with any entity or individual with which the Organization has a transaction or arrangement, or (c) A
 1547 potential ownership or investment interest in, or compensation arrangement with, any entity or
 1548 individual with which the Organization is negotiating a transaction or arrangement. Compensation
 1549 includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial
 1550 interest is not necessarily a conflict of interest. Under this chapter, a person who has a financial interest
 1551 may have a conflict of interest only if the appropriate governing board or committee decides that a
 1552 conflict of interest exists.

1553
 1554 **85.04 Annual Statements:** Each director, principal officer and member of a committee with governing board
 1555 delegated powers shall, prior to each meeting, sign a statement which affirms such person:

- 1556 a. Has received a copy of the conflicts of interest policy,
 1557 b. Has read and understands the policy,
 1558 c. Has agreed to comply with the policy, and
 1559 d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must

1560 engage primarily in activities which accomplish one (1) or more of its tax-exempt purposes.

1561

1562 **85.05 Compensation:** A voting member of the governing board who receives compensation, directly or
1563 indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's
1564 compensation. A voting member of any committee whose jurisdiction includes compensation matters and who
1565 receives compensation, directly or indirectly, from the Organization for services is precluded from voting on
1566 matters pertaining to that member's compensation. No voting member of the governing board or any committee
1567 whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the
1568 Organization, either individually or collectively, is prohibited from providing information to any committee
1569 regarding compensation.

1570

1571 SECTION 1 – PROCEDURES

1572

1573 **85.10 Procedures:** This organization shall follow the procedures listed in this section to determine if a conflict
1574 exists.

1575

1576 **85.11 Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must
1577 disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the
1578 directors and members of committees with governing board delegated powers considering the proposed
1579 transaction or arrangement.

1580

1581 **85.12 Determining Whether a Conflict of Interest Exists:** After disclosure of the financial interest and all
1582 material facts, and after any discussion with the interested person, he/she shall leave the governing board or
1583 committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining
1584 board or committee members shall decide if a conflict of interest exists.

1585

1586 **85.13 Procedures for Addressing the Conflict of Interest:** An interested person may make a presentation at the
1587 governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the
1588 discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. The
1589 chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or
1590 committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence,
1591 the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a
1592 more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of
1593 interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not
1594 producing a conflict of interest, the governing board or committee shall determine by a majority vote of the
1595 disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own
1596 benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its
1597 decision as to whether to enter into the transaction or arrangement.

1598

1599 **85.14 Violations of the Conflicts of Interest Policy:** If the governing board or committee has reasonable cause
1600 to believe a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the
1601 basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after
1602 hearing the member's response and after making further investigation as warranted by the circumstances, the
1603 governing board or committee determines the member has failed to disclose an actual or possible conflict of
1604 interest, it shall take appropriate disciplinary and corrective action.

1605

1606 **85.15 Records of Proceedings:** The minutes of the governing board and all committees with board delegated
1607 powers shall contain: (a) the names of the persons who disclosed or otherwise were found to have a financial
1608 interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action
1609 taken to determine whether a conflict of interest was present, and the governing boards or committee's decision
1610 as to whether a conflict of interest in fact existed.; and (b) the names of the persons who were present for
1611 discussions and votes relating to the transaction or arrangement, the content of the discussion, including any
1612 alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the

1613 proceedings.

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1616 **SECTION 2 – PERIODIC REVIEWS**

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1618 **85.20 Periodic Reviews:** To ensure the Organization operates in a manner consistent with charitable purposes
1619 and does not engage in activities that could jeopardize its tax- exempt status, periodic reviews shall be conducted.

1620 The periodic reviews shall, at a minimum, include the following subjects:

- 1621 a. Whether compensation arrangements and benefits are reasonable, based on competent survey
1622 information, and the result of arm’s length bargaining.
- 1623 b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the
1624 Organization’s written policies, are properly recorded, reflect reasonable investment or payments for
1625 goods and services, further charitable purposes and do not result in inurement, impermissible private
1626 benefit or in an excess benefit transaction.

1627

1628 **85.21 Use of Outside Experts:** When conducting the periodic reviews as provided for in this chapter, NAGAAA
1629 Open Division Inc., may, but need not, use outside advisors. If outside experts are used, their use shall not relieve
1630 the governing board of its responsibility for ensuring periodic reviews are conducted.

1631

1632 **CHAPTER 90 – DRAFTING AND REVISION MANUAL**

1633

1634 **90.01 Jurisdiction:** This chapter shall be the jurisdiction of the Governance Committee and amended by majority
1635 at any committee meeting.

1636

1637 **SECTION 1 – FORM AND STYLE OF GOVERNING DOCUMENTS**

1638

1639 **90.10 General Form:** This organization utilizes a consolidated governance manual which shall include the
1640 Articles of Incorporation, Bylaws, and subordinate policies. All distinct policy measures shall be located within
1641 chapters of this manual.

1642

1643 **90.11 Structure of Manual:** The manual shall be divided into four (4) volumes, each with individual chapters
1644 which may contain individual sections and/or sub-sections. Volumes shall be denoted by Roman numeral. Chapters
1645 and sections shall be denoted by Arabic numeral. Each chapter shall have sub-sections denoted by Arabic numeral
1646 with at least two (2), but no more than three (3), decimal places listed and may or may not have sections listed. No
1647 subsection shall be placed in a section if the first number to the right of the decimal point is a zero. Each sub-
1648 section placed within a section shall have the first number to the right of the decimal point correspond to the
1649 number of the section. Any delineation of a sub-section is limited to one (1) order which shall be indicated with a
1650 small-case letter of the Latin alphabet. Notwithstanding this section, the Articles of Incorporation shall be
1651 presented as filed with the State of Wisconsin. The entire governance manual shall contain line numbers, running
1652 in continuous fashion for ease of reference.

1653

1654 **90.12 Headlines without Authority:** The table of contents of the governance manual and/or headlines of
1655 chapters, sections, and/or sub-sections are without authority and listed for reference purposes only. The
1656 Governance Committee shall alter the table and/or headlines to best reflect the contents as it sees fit.

1657

1658 **90.13 Pronoun Usage:** In all cases in this organization, the use of any pronoun shall apply to any gender identity.

1659

1660 **90.14 Standard Usage of Common terms:** The following terms shall be applied in the following manner:

- 1661 a. Organization – NAGAAA, Open Softball Division, Inc.
- 1662 b. Member Association – an individual member league who is recognized as a member of the organization.
1663 Delegate or council member, not including a member of the board, may be used in place of member
1664 association.
- 1665 c. Board – the NAGAAA Board of Directors

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SECTION 2 – AMENDMENTS

90.20 Amendments: The Governance Committee shall prepare a standard form for council and committee use for amendments to the governance manual. Amendments shall be reviewed by the committee and/or parliamentarian who shall concur that the amendment conforms to the form and style of the governing manual. A non-concurrence by the committee and/or parliamentarian shall not prevent action on the amendment but shall be relayed to the Council and/or committee of jurisdiction.

90.21 Revisions: Upon adoption, the committee shall prepare the adopted revisions to the manual for publication.

90.22 Notice of Revisions: The Secretary shall provide notice to the members whenever revisions are authorized by the body of jurisdiction and published by the Secretary.

90.23 Annotations of Changes: The committee, in conjunction with the Secretary, shall compile and record a cross-reference log of amendments adopted to the governance manual and the minutes of the action.

1683
1684**VOLUME IV – ADMINISTRATIVE POLICIES**

VOLUME 4			PAGE
Administrative Policies	Chapter 100	NAGAAA Hall of Fame	43
	Chapter 101	NAGAAA Archives	45
	Chapter 110	Job Descriptions of the Board of Directors	45
	Chapter 111	Job Descriptions of the Appointed Officers of the Board of Directors and This Organization	54
	Chapter 115	Nomination Process for Candidates for the Board of Directors	55
	Chapter 116	Background Check Policy for Candidates for the Board of Directors	56
	Chapter 200	Regular Season Roster Submission Policy	57
	Chapter 250	Ineligible Player Roster and Policy	58
	Chapter 300	GSWS Tournament Roster Submission Policy	58
	Chapter 305	GSWS Host Hotel Deposit and Requirements	59
	Chapter 331	GSWS Umpire Selection Policy	60
	Chapter 341	GSWS Host City Metropolitan Areas	61
	Chapter 400	ADA Policy	62
	Chapter 810	Payment Terms of Sponsorship Contracts	63

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1689**CHAPTER 100 – NAGAAA HALL OF FAME**

100.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

100.02 Purpose and Authority: There is created the NAGAAA Hall of Fame which shall be a program of this organization. The purpose of this program is to recognize the individuals that have made a significant contribution to the NAGAAA organization, the game, and the LGBTQ+ community. The authority for this program is found in 4.01 of the Governing Manual.

100.03 Membership and Leadership: Membership in the Hall of Fame is achieved through election by two-thirds (2/3) vote of the living members of the Hall of Fame voting on the annual ballot or through selection by the Veterans sub-committee of the Hall of Fame. Leadership of the Hall of Fame is vested in the Chair of the Hall of Fame program as appointed. The chair shall make recommendations to the Board of Directors on policies and matters affecting the Hall of Fame, coordinate administrative operations for the Hall of Fame, and facilitate dialogue with the Council at the bi-annual Council meetings. The chair shall work collaboratively with the Hall of Fame Board Liaison. Any duty or task of this chapter may be performed by the chair or board liaison regardless of the strictures of this chapter when agreed to by both parties.

a. Members of the former NAGAAA Women’s Division Hall of Fame shall not be considered members of this Hall of Fame. Any individual may utilize years of membership in the former Women’s Division to achieve the minimum requirement of membership for this program.

100.04 Nomination of Members: Nominations for membership in the Hall of Fame shall be made in the form and manner provided for by the Hall of Fame chair and in the established time period listed in this chapter. There are no restrictions on whom may make a nomination for the Hall of Fame, but you may not self-nominate. Nominees

1709

1710 must have been active in NAGAAA for at least ten (10) years to be nominated. The chairperson of the Hall of Fame
 1711 shall communicate to the living members of the Hall of Fame all deadlines for nominations and issue appropriate
 1712 reminder as they see fit.

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1714 **100.05 Election of Members:** By the date listed in this chapter, the Hall of Fame Chair shall send all legal
 1715 nominations to the members of the Hall of Fame with a ballot for each nomination. The Chair shall work in
 1716 conjunction with the Webmaster to make ballot access feasible for the members of the Hall of Fame. Each living
 1717 Hall of Fame member shall vote “Yes” or “No” indicating whether or not to permit membership for the nominee.
 1718 The ballots shall be returned by the date listed in this chapter. The Hall of Fame Chair and Board Liaison shall
 1719 individually review, tally, and audit the ballots to determine the number of votes each nominee received and if
 1720 election was achieved.

1721 a. At the close of the balloting process described in this section, the Chair shall appoint the Veterans
 1722 Committee, consisting of twelve (12) living Hall of Fame members. The Chair shall forward all nominations
 1723 (with biographical information) which received at least fifty percent (50%) of the votes of the living
 1724 members but were not elected to the Hall of Fame to these committee members.

1725 b. Notwithstanding this section, the Veterans committee, shall be granted seven (7) days to review the
 1726 nominations and each member shall cast a ballot of “Yes” or “No” for each nomination. The Veterans
 1727 committee shall elect, by a two-thirds (2/3) vote of their number voting, any number of persons to the
 1728 Hall of Fame deserving of the recognition consistent with the purposes of this program and regardless of
 1729 nomination or election by the balance of the existing Hall of Fame members. The Chair and Board Liaison
 1730 shall audit the results of the Veterans Committee.

1731

1732 **100.06 Results of Election:** No later than June 15, and beginning in 2020 and thereafter, no later than March 1,
 1733 the Hall of Fame Chair shall notify each nominator of an elected nominee of the results of the balloting who shall
 1734 be provided one (1) week to communicate to the nominees the results of the election. Following this notice, the
 1735 Hall of Fame Chair shall draft a communication to the Hall of Fame and Board of Directors the identities of the
 1736 newly elected members of the Hall of Fame. The Chair shall report the results to the members of the Hall of Fame.
 1737 The Secretary shall report this information to the NAGAAA Council, member associations, and the general public.

1738

1739 **100.07 Hall of Fame Induction:** Newly elected members of the Hall of Fame shall be inducted at a dinner held in
 1740 conjunction with the annual Gay Softball World Series (GSWS). Inductees shall receive one (1) complimentary
 1741 ticket to the event. The Induction Dinner shall be a NAGAAA sanctioned event and subject to all policies and
 1742 procedures of this organization.

1743 a. At the winter meeting in the year of the GSWS, the Host City shall provide to the chair a list of available
 1744 venue options for the Hall of Fame dinner. Within sixty (60) days of the adjournment of the Winter
 1745 Meeting, the Hall of Fame chair shall have selected a venue, prepared a draft contract for review by the
 1746 Operations Director and execution by the Commissioner, and communicated said to the Host City and
 1747 Board of Directors. The venue and conduct of the dinner shall conform to guidelines created and
 1748 maintained by the Chair.

1749 b. The Chair shall be responsible for creating the program of the Induction dinner, designing and procuring
 1750 the new inductee shirts, and general logistics and operations of the induction.

1751

1752 **100.08 Suspension of Rights and Privileges:** Any member of the Hall of Fame not in good standing as a member
 1753 of NAGAAA shall be suspended of all rights and privileges as a member of the Hall of Fame, including participation
 1754 in any NAGAAA sanctioned event until compliance is achieved and good-standing restored in the determination of
 1755 the Hall of Fame chair and NAGAAA Treasurer.

1756 a. Not in good standing shall be liberally construed and interpreted to indicate any member who is deemed
 1757 ineligible by this organization to participate in any NAGAAA sanctioned event for any variety of reasons.

1758

1759 **100.09 Deadlines:** The deadlines established for the Hall of Fame shall be incorporated into the Master Deadline
 1760 schedule of this organization.

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CHAPTER 101 – NAGAAA ARCHIVES

101.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

101.02 Purpose and Authority: There is created the NAGAAA Archives which shall be a program of this organization. The purpose of this program is to preserve and commemorate the history of the organization, its significance, and the people who founded, sustained, and contributed to its legacy. The authority for this program is found in 4.01 and 3.01(j) of the Governing Manual.

101.03 Chair Authorized to Act: The chair of the NAGAAA Archives, as appointed pursuant to the Bylaws, is authorized to collect, organize, store, and display artifacts and memorabilia (real and/or virtual), which are representative of the organization and events, subject to the authorized budget of this program.

CHAPTER 110 – JOB DESCRIPTIONS OF THE BOARD OF DIRECTORS

(NOTE: These chapters contain some revisions to Board of Directors job descriptions following changes to the Board structure approved by the Council. The Board will complete the revisions in the spring and summer of 2019 and provide a further revision.)

110.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

110.02 Purpose and Authority: The purpose of this program is to list, detail, and report the job descriptions of the officers of this organization and other select offices as determined by the Board of Directors. The authority for this program is found in 4.04 of the Governing Manual.

110.03 Members of the Board of Directors: All elected officers of this organization are members of the Board of Directors.

SECTION 1 – GENERAL BOARD MEMBER JOB DESCRIPTION

110.10 General Responsibilities of All Board Members: Every member of the Board of Directors is responsible for:

- a. Overall governance of NAGAAA by establishing and monitoring policies and programs and supporting development and effectiveness of Board of Directors.
- b. Establish strategic purpose and direction for NAGAAA by participating in regular working sessions to create operating policies and procedures and monitoring its performance.
- c. Represent NAGAAA and its programs and services to stakeholders, including delegate, member associations, players, Hall of Famers, sponsors and partners.
- d. Demonstrate fiscal responsibility and ensure the financial health of NAGAAA through conformance to up-to-date fiscal policies and procedures and through ongoing analysis of financial reports.
- e. Ensure effective performance of NAGAAA's programs through ongoing program planning and evaluation.
- f. Ensure conformance to federal, state, and local laws and agency policies and procedures.

110.11 General Duties of All Board Members: Every member of the Board of Directors has the following duties:

- a. Attends all board meetings, including working sessions, and votes as a member in good standing.
- b. Serves on at least one committee and attends 80% of committee meetings.
- c. Builds collegial working relationship that contributes to consensus.
- d. Contributes financially as able to NAGAAA.
- e. Attends all Council meetings, the GSWs, and NAGAAA Cup.
- f. Makes serious commitment to participate actively in Board and committee work.
- g. Volunteers for and willingly accepts assignments and completes them thoroughly and on time.

- 1814 h. Stays informed about Board policies and committee matters, prepares themselves well for meetings, and
 1815 reviews and comments on minutes and reports.
 1816

1817 **110.12 General Time and Financial Commitment of Board Members:** Every member of the Board of Directors
 1818 will have varying amounts of time required for their specific office. Each Board member should expect and be
 1819 prepared to dedicate at least 500 hours over a calendar year to the work of the organization with a rapidly
 1820 changing schedule. Financial support of the organization is encouraged. Membership on the Board is a serious role
 1821 and will require significant time away from family, work, and local community.
 1822

1823 **110.13 Benefits of Board Members:** Service on the Board of Directors is a rewarding opportunity to lead a
 1824 significant and relevant organization to the lives of LGBTQ+ athletes. It is a privilege and honor to be a leader of
 1825 this organization and be leaders building the foundation of future success of this organization.
 1826

1827 SECTION 2 – COMMISSIONER

1828
 1829 **110.20 Officer Title:** Commissioner
 1830

1831 **110.21 Responsibilities:** The Commissioner is responsible and accountable for the following objectives, tasks,
 1832 roles, and duties:

- 1833 a. Vision and Mission: The Commissioner shall communicate the mission and vision of this organization,
 1834 coordinate and lead the strategic thinking towards the establishment of long and short-term goals, lead
 1835 the board in developing a mission driven culture, and work to create a culture of mutual respect and
 1836 inclusiveness.
 1837 b. Leadership Development: The Commissioner shall recruit and develop leaders to serve on committees
 1838 of this organization, ensure the participation of elected and appointed leaders of this organization.
 1839 c. Management: The Commissioner shall ensure adherence to legal standards and ethical norms and be
 1840 responsible for the management of this organization, including responsibility for compliance with the
 1841 governing documents and internal policies of this organization.
 1842 d. External Relations: The Commissioner shall be responsible for the external relations of this organization
 1843 and act as the ambassador for the organization.
 1844

1845 **110.22 Duties:** In fulfilling the responsibilities of office, the Commissioner shall perform the following duties:

- 1846 a. Preside over meetings of the council, board, host cities and committee chairs.
 1847 b. Oversee the general operations of the NAGAAA Board and the organization.
 1848 c. Set meeting dates and prepare agendas.
 1849 d. Review agendas and supporting materials prior to meetings.
 1850 e. Attend all board meetings and other meetings necessary for the operation of the organization.
 1851 f. Appoint the Parliamentarian at each Council meeting.
 1852 g. Negotiate and execute all contracts for this organization.
 1853 h. Coordinate and partner with the Treasurer to create a proposed annual budget.
 1854 i. Serve as co-signer of NAGAAA checking account.
 1855 j. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
 1856 k. Provide leadership support and advice to the officers and leaders of this organization.
 1857 l. Manage communications and documents for Membership Applications, Proof of Voting Rights, and GSWS
 1858 bid intents.
 1859 m. Attend GSWS.
 1860 n. Other duties as prescribed by the governing documents of this organization.
 1861 o. Other duties as determined by the Board of Directors.
 1862

1863 **110.23 Knowledge, Skills, and Abilities:** The Commissioner should demonstrate understanding and
 1864 competence in the following knowledge, skills, and abilities:

- 1865 a. Professional experience with leadership training.
 1866 b. Diplomatic Skills.

- 1867 c. A natural affinity for cultivating relationships.
 1868 d. Public Speaking.
 1869 e. Passion for improving lives.
 1870 f. Commitment to the mission and vision of the organization.

1871
 1872 **110.24 Time and Financial Commitment:** The Commissioner should be prepared to dedicate significant
 1873 amounts of time to the leadership of and planning for this organization, including significant time apart from
 1874 family, relationships, and work. The Commissioner must have the ability to travel. Attendance at and work for
 1875 this organization will consume roughly 2,500 – 3,000 hours per calendar year.

1876
 1877 **110.25 Benefits:** The benefits of this office include travel opportunities across North America, increased
 1878 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 1879 interaction and leadership with an international organization, refining and sharpening of management and
 1880 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

1881
 1882 **110.26 Programs:** The Commissioner serves *ex officio* to all NAGAAA Programs.
 1883

1884 **110.27 Committees:** The Commissioner serves *ex officio* in all NAGAAA Committees and is the designated
 1885 liaison of the Board to the Hall of Fame and Archives Program committees.
 1886

1887 **SECTION 3 – DIRECTOR OF COMPETITION**
 1888

1889 **110.30 Officer Title: Director of Competition**
 1890

1891 **110.31 Responsibilities:** The Director of Competition is responsible and accountable for the following
 1892 objectives, tasks, roles, and duties:

- 1893 a. Competition: The NAGAAA ratings, rules of fair play, protests, and other relevant issues of the game.
 1894 b. Leadership: The Director of Competition is responsible for maintaining a working relationship with the
 1895 Commissioner and other officers and knowledge of the mission and vision of this organization.
 1896

1897 **110.32 Duties:** In fulfilling the responsibilities of office, the Director of Competition shall perform the following
 1898 duties:

- 1899 a. Oversee operation of the NAGAAA roster and player database.
 1900 b. Oversee the NAGAAA rating system.
 1901 c. Attend all board meetings and other meetings necessary for the operation of the organization.
 1902 d. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
 1903 e. Provide leadership support and advice to the officers and leaders of this organization.
 1904 f. Attend GSWS.
 1905 g. Other duties as prescribed by the governing documents of this organization.
 1906 h. Other duties as determined by the Commissioner and/or the Board of Directors.
 1907

1908 **110.33 Knowledge, Skills, and Abilities:** The Director of Competition should demonstrate understanding and
 1909 competence in the following knowledge, skills, and abilities:

- 1910 a. Effective communication including facilitating group discussions and oral and written skills.
 1911 b. Management of people.
 1912 c. Policy and process development.
 1913 d. Diplomatic Skills.
 1914 e. Problem solving ability, including technology awareness for emerging solutions.
 1915 f. Prioritize competing interests and goals, manage time to ensure successful completion of all work
 1916 assignments and engage constituents to acquire feedback and insights.
 1917 g. Maintain a thorough understanding of the NAGAAA Rating System, the Protest Process Protocols, USA
 1918 Softball rules, NAGAAA's Delegate Toolkit and online tools.

1919 **110.34 Time and Financial Commitment:** The Director of Competition should be prepared to dedicate significant
 1920 amounts of time to the administration and execution of NAGAAA sanctioned tournaments, including significant
 1921 time apart from family, relationships, and work during those periods. The Director of Competition must have the
 1922 ability to travel. Attendance at and work for this organization will consume roughly 1,500-2,000 hours per calendar
 1923 year.

1924
 1925 **110.35 Benefits:** The benefits of this office include travel opportunities across North America, operating and
 1926 administering the largest LGBTQ+ single sport week-long event in the world, increased networking opportunities
 1927 with other athletic organizations, commercial enterprises, and non-profit organizations, interaction and leadership
 1928 with an international organization, refining and sharpening of management and organizational skills, and
 1929 development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

1930
 1931 **110.36 Programs:** The Director of Competition is not assigned to any program but assists as requested and
 1932 able.

1933
 1934 **110.37 Committees:** The Director of Competition is the designated liaison of the Board to the Competition
 1935 committee.

1936
 1937 **SECTION 4 – SECRETARY**

1938
 1939 **110.40 Officer Title:** Secretary

1940
 1941 **110.41 Responsibilities:** The Secretary is responsible and accountable for the following objectives, tasks, roles,
 1942 and duties:

- 1943 a. **Governing Documents:** The Secretary shall maintain, update, and record all governing documents and
 1944 official actions of this organization, including the minutes and action of the Council and Board of
 1945 Directors.
 1946 b. **Communication:** The Secretary shall maintain and execute all official internal communications to the
 1947 member associations, council, committee chairs, and other relevant parties.
 1948 c. **Marketing/Brand:** The Secretary shall ensure the organization's website and social media are updated and
 1949 maintained.

1950
 1951 **110.42 Duties:** In fulfilling the responsibilities of office, the Secretary shall perform the following duties:

- 1952 a. Maintain and utilize an email system for all levels of administration.
 1953 b. Record and develop minutes from council meetings.
 1954 c. Update and manage Governing Manual.
 1955 d. Collect member association information that is beneficial to the Board of Directors including: Officer
 1956 Positions, tournament information, Voting Representative declaration, USA Softball membership of
 1957 teams.
 1958 e. Coordinate order of Board shirts with NAGAAA Apparel Vendor.
 1959 f. Facilitate Host Hotel blocks for all meetings under the direction of the Commissioner.
 1960 g. Communicate and interact with voting representatives and member associations.
 1961 h. Distribute constituent emails received from NAGAAA website to appropriate officer for response.
 1962 i. Facilitate any necessary filings of administrative changes for NAGAAA that occur.
 1963 j. Manage NAGAAA social media outlets.
 1964 k. Manage Survey Monkey account.
 1965 l. Collect USA Softball proof for teams participating in GSWS and NAGAAA Cup.
 1966 m. Produce necessary documents for meetings.
 1967 n. Maintain a history of NAGAAA documentation through Google Drive.
 1968 o. Participate in Board Conference Calls and Council Meetings.
 1969 p. Assist w/preparation for Council Meetings.
 1970 q. Develop and implement a marketing plan for expanding awareness and elevating the NAGAAA brand to all
 1971 audiences internal and external.

- 1972 r. Prepare and distribute press releases and marketing communications that promote NAGAAA's brand and
 1973 our events.
 1974 s. Oversee all NAGAAA social media (Facebook, Twitter, Instagram, etc.).
 1975 t. Update and maintain the NAGAAA website.
 1976 u. Provide support to Board members as requested.
 1977 v. Attend GSWS.
 1978 w. Assist w/GSWS (as assigned by Athletic Director).
 1979 x. Other duties as prescribed by the governing documents of this organization.
 1980 y. Other duties as determined by the Commissioner and/or the Board of Directors.

1981
 1982 **110.43 Knowledge, Skills, and Abilities:** The Secretary should demonstrate understanding and competence in
 1983 the following knowledge, skills, and abilities:

- 1984 a. Good communications skills.
 1985 b. Able to speak in front of large groups.
 1986 c. Good organizational skills.
 1987 d. Basic computer knowledge.
 1988 e. Advanced knowledge of Email, Google Drive, and Microsoft Office.
 1989 f. Ability to travel.

1990
 1991 **110.44 Time and Financial Commitment:** The Secretary should be prepared to dedicate significant amounts of
 1992 time to the administration and execution of the duties of the office, including significant time apart from family,
 1993 relationships, and work. The Secretary must have the ability to travel. Attendance at and work for this organization
 1994 will consume roughly 800-1,000 hours per calendar year.

1995
 1996 **110.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 1997 leadership with an international organization and its members, refining and sharpening of management and
 1998 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

1999
 2000 **110.46 Programs:** The Secretary is not assigned to any program but assists as requested and able.

2001
 2002 **110.47 Committees:** The Secretary is the designated liaison of the Board to the Marketing Communications and
 2003 Governance committees.

2004
 2005 **SECTION 5 – TREASURER**

2006
 2007 **110.50 Officer Title:** Treasurer

2008
 2009 **110.51 Responsibilities:** The Treasurer is responsible and accountable for the following objectives, tasks, roles,
 2010 and duties:

- 2011 a. Account and Investment management
 2012 b. Financial transaction oversight
 2013 c. Budget development and compliance
 2014 d. Financial Policies development and compliance
 2015 e. Reporting of fiscal status

2016
 2017 **110.52 Duties:** In fulfilling the responsibilities of office, the Treasurer shall perform the following duties:

- 2018 a. Selection and designation of financial institutions
 2019 b. Creating and serving as legal signatory on checks
 2020 c. Managing investments of excess and reserve funds
 2021 d. Ensure the organizations financial activities are in compliance with G.A.A.P. (Generally Accepted
 2022 Accounting Principles) and IRS code pertaining to 501c3 status of the organization
 2023 e. Be knowledgeable about who has access to the organization's funds
 2024 f. Be knowledgeable of any outstanding bills or debts owed

- 2025 g. Develop systems for keeping cash flow manageable
- 2026 h. Develop the annual budget as well as comparing the actual revenues and expenses incurred against the
- 2027 budget.
- 2028 i. Overseeing the development of and compliance with the organization's financial policies.
- 2029 j. Report regularly to the Board of key financial events, trends, concerns, and assessment of fiscal health
- 2030 k. Complete required financial reporting forms in a timely fashion and report said to the board
- 2031 l. Provide support to Board members as requested.
- 2032 m. Attend GSWS.
- 2033 n. Assist w/GSWS (as assigned by Athletic Director).
- 2034 o. Other duties as prescribed by the governing documents of this organization.
- 2035 p. Other duties as determined by the Commissioner and/or the Board of Directors.

2036

2037 **110.53 Knowledge, Skills, and Abilities:** The Treasurer should demonstrate understanding and competence in

2038 the following knowledge, skills, and abilities:

- 2039 a. Financial literacy
- 2040 b. General accounting knowledge
- 2041 c. Attention to detail
- 2042 d. Timeliness in completing tasks
- 2043 e. Neat and accurate record keeping
- 2044 f. Willingness to ask questions
- 2045 g. Trustworthiness

2046

2047 **110.54 Time and Financial Commitment:** The Treasurer should be prepared to dedicate significant amounts of

2048 time to the administration and execution of the duties of the office, including significant time apart from family,

2049 relationships, and work. The Treasurer must have the ability to travel. Attendance at and work for this organization

2050 will consume roughly 2,000-2,500 hours per calendar year.

2051

2052 **110.55 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

2053 leadership with an international organization and its members, refining and sharpening of management and

2054 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2055

2056 **110.56 Programs:** The Treasurer is not assigned to any program but assists as requested and able.

2057

2058 **110.57 Committees:** The Treasurer is the designated liaison of the Board to the Finance committee.

2059

2060 **SECTION 6 – BUSINESS DEVELOPMENT**

2061

2062 **110.60 Officer Title:** Business Development

2063

2064 **110.61 Responsibilities:** The Business Development Officer is responsible and accountable for the following

2065 objectives, tasks, roles, and duties:

- 2066 a. Financial/In-Kind Support: The Business Development officer shall build and maintain long-term business
- 2067 relationships with organizations who can, financially or in-kind, affect the bottom line of the
- 2068 organization's annual projected budget and offset expenses through revenue.
- 2069 b. Marketing/Brand: The Business Development officer shall ensure the organization's brand is elevated, and
- 2070 the organization's presence in the print media is positive and proactive.

2071

2072 **110.62 Duties:** In fulfilling the responsibilities of office, the Business Development officer shall perform the

2073 following duties:

- 2074 a. Develop and implement a strategic plan for obtaining one-time sponsorships and long-term
- 2075 partnerships at the NAGAAA level and act as an advisor to the GSWS host committee(s) on all things
- 2076 pertaining to local/GSWS sponsorships.
- 2077 b. Create a partnership packet that effectively communicates the value that can be gained from being a

- 2078 partner with NAGAAA and levels of partnerships.
- 2079 c. Coordinate requests for proposals (RFP's) for vendors and other third-party service providers when
- 2080 requested.
- 2081 d. Prepare contracts for corporate, in-kind and external vendor relationships.
- 2082 e. Provide oversight for partner brand activation, including materials, signage and advertising, onsite
- 2083 vendor placement and promotion, reporting results (ROI) to the brand teams.
- 2084 f. Conduct ongoing marketing and demographic surveys to elevate the "value" of NAGAAA to our current
- 2085 and potential sponsors and partners.
- 2086 g. Act as an advisor to member associations on all things business development, including the development
- 2087 of leads for member associations.
- 2088 h. Maintain the integrity of the NAGAAA brand.
- 2089 i. Act as an advisor to member associations on all things business development, including the development
- 2090 of leads for member associations.
- 2091 j. Attend GSWS.
- 2092 k. Assist with the GSWS (as assigned by Athletic Director).
- 2093 l. Other duties as prescribed by the governing documents of this organization.
- 2094 m. Other duties as determined by the Commissioner and/or the Board of Directors.

2095

2096 **110.63 Knowledge, Skills, and Abilities:** The Business Development officer should demonstrate understanding

2097 and competence in the following knowledge, skills, and abilities:

- 2098 a. Strong communications skills.
- 2099 b. Design and branding experience.
- 2100 c. Able to forge a relationship with print publications and media.
- 2101 d. Experience with project management software (Trello, Huddle and/or Excel).
- 2102 e. Cloud storage knowledge (Dropbox and/or Google Drive).
- 2103 f. Knowledge of social media channels, including Hootsuite.
- 2104 g. Strong marketing and communications skills (Word/PPT).
- 2105 h. Sales/development background and presentation (PPT).
- 2106 i. Online meeting platforms (FreeConferenceCall.com).
- 2107 j. Research and trend analysis (Internet, Google Analytics, Grant Station and/or Survey Monkey).
- 2108

2109 **110.64 Time and Financial Commitment:** The Business Development officer should be prepared to dedicate

2110 significant amounts of time to the administration and execution of the duties of the office, including significant

2111 time apart from family, relationships, and work. The Business Development officer must have the ability to travel.

2112 Attendance at and work for this organization will consume roughly 400-800 hours per calendar year.

2113

2114 **110.65 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

2115 leadership with an international organization and its members, the reward of assisting member associations with

2116 marketing, PR, and sponsorship ideas, development of sales, contract negotiation and communication skills, and

2117 development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2118

2119 **110.66 Programs:** The Business Development officer is not assigned to any program but assists as requested

2120 and able.

2121

2122 **110.67 Committees:** The Business Development officer is the designated liaison of the Board to the

2123 Sponsorship committee.

2124

2125 SECTION 7 – OPERATIONS DIRECTOR

2126

2127 **110.70 Officer Title:** Operations Director

2128

2129 **110.71 Responsibilities:** The Operations Director is responsible and accountable for the following objectives,

2130 tasks, roles, and duties:

- 2131 a. Governance Duties: The Operations Director shall prioritize, execute, and be accountable for the
2132 fulfillment of the duties of this organization to its members as a body corporate.
- 2133 b. Communications: The Operations Director shall maintain and execute all official internal
2134 communications to the Board of Directors.
- 2135 c. Administrative Duties: The Operations Director shall prioritize, execute, and be accountable for the
2136 fulfillment of all administrative and logistical duties including adherence to legal standards and ethical
2137 norms.
- 2138 d. Leadership Accountability: The Operations Director shall facilitate project management and
2139 accountability systems for the duties and responsibilities of the Board of Directors, Committee chairs,
2140 and other leaders within this organization.
- 2141 e. Membership: The Operations Director shall field and answer constituent matters from existing and
2142 potential member associations in conjunction with committee assigned membership duties.

2143
2144 **110.72 Duties:** In fulfilling the responsibilities of office, the Operations Director shall perform the following
2145 duties:

- 2146 a. Under the oversight of the Commissioner, guide the general operations of the NAGAAA Board and the
2147 organization.
- 2148 b. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2149 c. In conjunction with the Commissioner, set meeting dates, prepare agendas, and review meeting materials
2150 prior to meetings.
- 2151 d. Coordinate all logistical duties and planning details for Council, Board, and committee meetings and
2152 corporate activities.
- 2153 e. Coordinate and partner with the Treasurer and Commissioner to create a proposed annual budget.
- 2154 f. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
- 2155 g. Facilitate any necessary filings of administrative changes for NAGAAA that occur.
- 2156 h. Implement project management and accountability systems for this organization.
- 2157 i. Appoint project teams as necessary for the completion of projects and tasks.
- 2158 j. Provide reports to the Board of Directors and leadership on status of projects/duties/tasks.
- 2159 k. Provide leadership support and advice to the officers and leaders of this organization.
- 2160 l. Receive board candidate nominations.
- 2161 m. Arrange for background checks of candidates who accept nomination.
- 2162 n. Attend GSWS and assist as requested by the Athletic Director.
- 2163 o. Other duties as prescribed by the governing documents of this organization.
- 2164 p. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2165 q. Aid the committee assigned membership duties in communication with existing and potential new
2166 member associations.
- 2167 r. Collect and maintain executed contracts.
- 2168 s. Maintain template of Partnership Agreement.
- 2169 t. Facilitate systems/processes for how the Board executes collaborative duties including monthly to-do
2170 lists.

2171
2172 **110.73 Knowledge, Skills, and Abilities:** The Operations Director should demonstrate understanding and
2173 competence in the following knowledge, skills, and abilities:

- 2174 a. Proficiency and understanding of the Governing Manual, NAGAAA operations, and other relevant
2175 governing and administrative applications for this organization.
- 2176 b. Good communications skills, including written and oral skills.
- 2177 c. Project management experience and demonstrable skills
- 2178 d. Ability to work cooperatively with others.
- 2179 e. Dispute resolution skills.
- 2180 f. Good organization skills.
- 2181 g. Ability to travel.
- 2182 h. Commitment to the mission and vision of the organization.

2183 **110.74 Time and Financial Commitment:** The Operations Director should be prepared to dedicate significant
 2184 amounts of time to the planning and execution of the strategic vision for this organization, including significant
 2185 time apart from family, relationships, and work. The Operations Director must have the ability to travel.
 2186 Attendance at and work for this organization will consume roughly 2,000 – 2,500 hours per calendar year.

2187
 2188 **110.75 Benefits:** The benefits of this office include travel opportunities across North America, increased
 2189 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2190 interaction and leadership with an international organization, refining and sharpening of management and
 2191 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2192
 2193 **110.76 Programs:** The Operations Director is not assigned to any program but assists as requested and able.

2194
 2195 **110.77 Committees:** The Operations Director serves *ex officio* in all NAGAAA Committees for the purposes of
 2196 logistics and administrative board direction and is the designated liaison of the Membership committee.

2197
 2198 **SECTION 8 – ATHLETIC DIRECTOR**

2199
 2200 **110.80 Officer Title:** Athletic Director

2201
 2202 **110.81 Responsibilities:** The Athletics Director is responsible and accountable for the following objectives,
 2203 tasks, roles, and duties:

- 2204 a. Athletics: The Athletic Director shall have responsibility for the planning, preparation, and
 2205 operation of NAGAAA sanctioned tournaments with emphasis on the rules of the game, official
 2206 tournament operations communications, tournament registration, tournament discipline, game
 2207 equipment and other relevant issues of the game.
 2208 b. Communication: The Athletic Director is responsible to ensure that communication pertaining
 2209 to NAGAAA sanctioned tournaments accurately conveys requirements, deadlines and processes that
 2210 facilitate member city participation.
 2211 c. Leadership: The Athletic Director is responsible for maintaining a working relationship with
 2212 the Commissioner and other officers and knowledge of the mission and vision of this organization.

2213
 2214 **110.82 Duties:** In fulfilling the responsibilities of office, the Athletic Director shall perform the following duties:

- 2215 a. Manage the operations team for each NAGAAA sanctioned tournament including but not
 2216 limited to the UIC, Assistant Athletic Directors, Athletics Committee Members, Board Members, Host City
 2217 Committee Members and Host City Volunteers.
 2218 b. Oversee successful operation of the NAGAAA Cup and GSWS including working with the
 2219 Commissioner to certify bids for the NAGAAA Cup and GSWS.
 2220 c. Prepare communications for the member associations related to NAGAAA event issues.
 2221 d. Attend all board meetings and other meetings necessary for the operation of the organization.
 2222 e. Serve as co-signer of NAGAAA checking account.
 2223 f. Provide advice and knowledge to the Treasurer on the fiscal conditions and cash flow of sanctioned
 2224 tournament for the preparation of the budget.
 2225 g. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
 2226 h. Provide leadership support and advice to the officers and leaders of this organization.
 2227 i. Attend GSWS and NAGAAA Cup.
 2228 j. Other duties as prescribed by the governing documents of this organization.
 2229 k. Other duties as determined by the Commissioner and/or the Board of Directors.

2230
 2231 **110.83 Knowledge, Skills, and Abilities:** The Athletics Director should demonstrate understanding and
 2232 competence in the following knowledge, skills, and abilities:

- 2233 a. Effective communication including facilitating group discussions and oral and written skills.
 2234 b. Management of people.

- 2235 c. Policy and process development.
 2236 d. Diplomatic Skills.
 2237 e. Problem solving ability, including technology awareness for emerging solutions.
 2238 f. Prioritize competing interests and goals, manage time to ensure successful completion of all
 2239 work assignments and engage constituents to acquire feedback and insights.
 2240 g. Maintain a thorough understanding of the NAGAAA Rules of Play, Bracket and Game
 2241 Scheduling, USA Softball rules and registration requirements.
 2242

2243 **110.84 Time and Financial Commitment:** The Athletics Director should be prepared to dedicate significant
 2244 amounts of time to the administration and execution of the duties of the office, including significant time apart
 2245 from family, relationships, and work. The Athletic Director must have the ability to travel. Attendance at and
 2246 work for this organization will consume roughly 1,500 – 2,000 hours per calendar year.
 2247

2248 **110.85 Benefits:** The benefits of this office include travel opportunities across North America, operating
 2249 and administering the largest LGBTQ+ single sport week-long event in the world, increased networking
 2250 opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2251 interaction and leadership with an international organization, refining and sharpening of management
 2252 and organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders
 2253 and athletes.
 2254

2255 **110.86 Programs:** The Athletics Director is not assigned to any program but assists as requested and able.
 2256

2257 **110.87 Committees:** The Athletic Director is the designated liaison of the Board to the Athletics
 2258 committee and the GSWS Operations team.
 2259

2260 **CHAPTER 111 – JOB DESCRIPTIONS OF THE APPOINTED OFFICERS OF THE BOARD OF DIRECTORS AND THIS** 2261 **ORGANIZATION**

2262
 2263 **111.01 Jurisdiction.** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2264 any board meeting.
 2265

2266 **111.02 Purpose and Authority.** The purpose of this program is to list, detail, and report the job descriptions of all
 2267 appointed, non-voting Officers of the Board and Organization
 2268

2269 **SECTION 1 – EMERITUS ADVISORY COUNCIL**

2270
 2271 **111.10 Officer Title:** Emeritus Advisory Council
 2272

2273 **111.11 Responsibilities:** The Emeritus Advisory Council is an advisory council of previous board members to act
 2274 as an advisor to the current Board of Directors in matters relating to the organization and for procedural
 2275 questions during policy development.
 2276

2277 **111.12 Time and Financial Commitment:** The Emeritus Advisory Council should be prepared to dedicate
 2278 moderate amounts of time to the duties of the office. The Emeritus Advisory Council must have the ability to travel
 2279 (when applicable). Attendance at and work for this organization will consume roughly 100-200 hours per calendar
 2280 year.
 2281

2282 **111.13 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2283 leadership with an international organization and its members, and development of life-long and rewarding
 2284 relationships with LGBTQ+ leaders and athletes.
 2285

2286 **111.14 Programs:** The Emeritus Advisory Council is not assigned to any NAGAAA program.

2287 **111.15 Committees:** The Emeritus Advisory Council serves all committees at the request of the Commissioner.
 2288

2289 **SECTION 2 – PARLIAMENTARIAN**
 2290

2291 **111.20 Officer Title:** Parliamentarian
 2292

2293 **111.21 Responsibilities:** The Parliamentarian is an advisor to the Commissioner during the conduct of meetings
 2294 and to the Board of Directors and committees in matters relating to the governance of this organization and for
 2295 procedural questions during policy development.
 2296

2297 **111.22 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:
 2298

- 2299 a. Attend Council Meetings.
- 2300 b. Attend Board of Directors meetings and calls as required.
- 2301 c. Interpret enacted policy.
- 2302 d. Provide advice to the chair of the Council and committee chairs.
- 2303 e. Rule on matters of parliamentary law and procedural practice.
- 2304 f. Draft policy as required.
- 2305 g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2306 **111.23 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and
 2307 competence in the following knowledge, skills, and abilities:

- 2308 a. Mastered proficiency in parliamentary law, Robert’s Rules of Order, Wisconsin Corporate Law, Internal
 2309 Revenue Code, and other prevailing governance statutes.
- 2310 b. Excellent proficiency and understanding of the Governing Manual and NAGAAA operations.
- 2311 c. Good communications skills, including written and oral skills.
- 2312 d. Ability to work cooperatively with others.
- 2313 e. Dispute resolution skills.
- 2314 f. Good organization skills.
- 2315 g. Ability to travel.

2316 **111.24 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate
 2317 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and
 2318 work for this organization will consume roughly 100-200 hours per calendar year.
 2319

2320 **111.25 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2321 leadership with an international organization and its members, and development of life-long and rewarding
 2322 relationships with LGBTQ+ leaders and athletes.
 2323

2324 **111.26 Programs:** The Parliamentarian is not assigned to any NAGAAA program.
 2325

2326 **111.27 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.
 2327

2328 **CHAPTER 115 – NOMINATION PROCESS FOR CANDIDATES FOR THE BOARD OF DIRECTORS**
 2329

2330 **115.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2331 any board meeting.
 2332

2333 **115.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for nomination
 2334 of candidates to the Board of Directors of this organization. The authority for this policy is granted in 2.08 of the
 2335 Governing Manual.
 2336

2337 **115.03 Nomination Process Oversight:** The Operations Director shall be responsible for oversight of this
 2338 nomination process and ensuring that appropriate actions are taken by this organization, its vendors, and
 2339

2340 volunteers to comply with and implement this policy. In the event that the Operations Director shall be a
 2341 candidate for any office in the nomination period, a member of the Board of Directors chosen by the board whom
 2342 is not a nominee shall replace the Operations Director for responsibility of the process. This replacement official
 2343 shall be empowered and required to perform all acts designated to the Operations Director as listed in this
 2344 chapter.
 2345

2346 **115.04 Nomination Period and Notice:** On the day of the adjournment of the Summer Meeting of the Council,
 2347 the Secretary shall, in writing, inform the members of the Council of the opening of the nomination period for
 2348 candidates to the Board of Directors. The Operations Director shall instruct the appropriate person or persons to
 2349 open the on-line nomination form on this same day. The nomination period shall remain open until 11:59 PM PST
 2350 of the forty-fifth (45) day preceding the next Winter Meeting.
 2351

2352 **115.05 Nominator and Nominee Eligibility:** Nominations may be only made by the members of the Council. This
 2353 includes only one (1) voting representative from each member association and the voting members of the Board of
 2354 Directors. Nominations from any other person, including, but not limited to committee chairs, guests of the
 2355 council, member association players or officers, or NAGAAA volunteers are not legal and shall not be considered by
 2356 this organization. Any person in good standing in NAGAAA, regardless of any membership or activity level may be
 2357 nominated for the Board of Directors.
 2358

2359 **115.06 Required Information:** Nominators are required to provide the following information in the nomination:
 2360 a. Nominator First and Last Name
 2361 b. Nominator Phone
 2362 c. Nominator Email
 2363 d. Nominee First and Last Name
 2364 e. Nominee Address, including City, State, and Zip
 2365 f. Nominee Phone
 2366 g. Nominee Email
 2367 h. Nominee Member Association Affiliation (if any)
 2368 i. Office Nominated For
 2369

2370 **115.07 Consent to Nomination:** The Operations Director shall notify any person nominated of the nomination in
 2371 writing and provide all needed biographical and consent forms following the close of the nomination period. Any
 2372 person nominated for office and whom is eligible to that office shall consent in writing, in the form and manner
 2373 provided for by the Board of Directors, to accept the nomination, to agree to and abide by the Board Member
 2374 Expectations if so elected, and to undergo the mandatory background check process as appropriate. This consent
 2375 shall be delivered to nominee via electronic mail and shall be returned to the Operations Director by the nominee
 2376 by the thirtieth (30) day preceding the Winter Meeting. Any consent not signed nor completed fully shall constitute
 2377 a non-consent to the nomination. Any nominee desiring to not consent to nomination is requested to make such a
 2378 declaration in writing to the Operations Director via electronic mail at the earliest possible date. Upon the deadline
 2379 for this consent or declination of nomination to be submitted, the Operations Director shall inform the Board of
 2380 Directors of the list of nominees for each office, which shall be considered candidates for that office henceforth
 2381 until the election is completed.
 2382

2383 **CHAPTER 116 – BACKGROUND CHECK POLICY FOR CANDIDATES FOR THE BOARD OF DIRECTORS**

2384
 2385 **116.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2386 any board meeting.
 2387

2388 **116.02 Purpose and Authority:** The purpose of this policy is to provide a policy and process governing the
 2389 background check of candidates for candidates to the Board of Directors of this organization. Nothing in this policy
 2390 shall be construed to bar the election of any candidate that the Council may choose to elect. The authority for this
 2391 policy is granted in 2.08 of the Governing Manual.
 2392

2393 **116.03 Background Process Oversight:** A member, herein the “designee”, of the Board of Directors shall be
 2394 designated by the Board and be responsible for oversight of this background check policy and process and ensuring
 2395 that appropriate actions are taken by this organization, its vendors, and volunteers to comply with and implement
 2396 this policy.

2397
 2398 **116.04 Required Checks and Applicability:** Any person, regardless of office or incumbency, who has consented to
 2399 be a candidate for office shall be subject to a criminal felony background check through a county criminal search
 2400 and a national criminal search. Additionally, any person, regardless of office or incumbency, who has consented to
 2401 their nomination for a specific office which has financial signatory powers as designated by the Board of Directors
 2402 (currently the Commissioner, Operations Director, and Treasurer) shall be subject to a civil process check of
 2403 bankruptcy actions of any kind (ex: Ch. 7, Ch. 11, etc.) in the preceding one (1) year from the date of the
 2404 background check.

2405
 2406 **116.05 Process Considerations:** The designee shall ensure that the required background checks are performed by
 2407 the vendor and collect the report from the vendor. Should there be a record of a felony conviction or a bankruptcy
 2408 within the last year on a candidate(s) for fiscal signatory offices, the designee shall inform the Commissioner of this
 2409 record. If the Commissioner is a nominee for the office for which a nominee has a record of this activity, the
 2410 designee shall inform the next non-elected Board member of this record. The designee and Commissioner, or next
 2411 non-elected Board member, shall together engage the nominee in conversation regarding the circumstances of the
 2412 record and inform the nominee of the duty to disclose this information to the Council prior to election if so
 2413 determined. It shall be the decision, jointly, of the designee and Commissioner, or next non-elected Board
 2414 member, to determine if the record must be disclosed.

2415
 2416 **116.06 Duty to Disclose:** It is the duty of the Board of Directors to disclose the record in question of any nominee
 2417 if so decided by the designee and Commissioner, or next non-elected Board member. This disclosure shall be made
 2418 by the designee to the Council prior to any election for that office and the nominee shall be afforded the
 2419 opportunity to provide context and/or personal disclosure of the record prior to the disclosure by the designee.
 2420 The act of disclosure by the Board shall be conducted appropriately conveying only known facts, honoring the
 2421 dignity of all persons involved, and without personal comment or opinion as the nature of the record.

2422
 2423 **116.07 Nomination Declined at Any Time:** Any nominee may decline their nomination to office at any time,
 2424 including after consenting to the nomination, in writing to the designee. Such a declination shall immediately halt
 2425 any background check or disclosure.

2426
 2427 **116.08 Records Confidential:** The records received by this organization as a result of this policy shall be strictly
 2428 confidential and destroyed immediately after the election for which they have been obtained is completed and a
 2429 nominee elected.

2430

CHAPTER 200 – REGULAR SEASON ROSTER SUBMISSION POLICY

2431

2432
 2433 **200.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2434 any board meeting.

2435

2436 **200.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of the
 2437 regular season rosters. The authority for this program is found in 20.10 of the Governing Manual.

2438

2439 **200.03 Submission of the Rosters:** Each member association shall submit, by the deadline listed in Chapter 70,
 2440 the following information for each team and each player in the member association’s qualifying season, excluding
 2441 players who played in that association in a non-qualifying status. The Commissioner or highest elected leadership
 2442 of each member association is responsible for ensuring that this expectation of NAGAAA membership is met.

2443 a. Teams: Each team of the regular qualifying season shall be reported by its known name and shall report
 2444 its manager and their contact information.

- 2445 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the
 2446 player's preferred first name, legal last name as it appears on a government issued identification and their
 2447 birthyear (yyyy)
 2448 c. Ratings: Each player shall have the rating assigned by the member association submitted along with the
 2449 regular season roster. No rating for any player may be changed in any way at any time by any association
 2450 following the deadline listed in Chapter 70.

2451
 2452 **200.04 Manner of Submission:** The regular season rosters shall be submitted through the NAGAAA delegate
 2453 toolkit. Member associations are encouraged to begin this process of submission well in advance of the deadline
 2454 and seek the assistance of the Director of Competition for help in entering this data. Any entry made into the
 2455 toolkit may be revised at any time without penalty before the deadline for submission of the rosters.

2456
 2457 **200.05 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
 2458 shall be listed in Chapter 70.

2459 CHAPTER 250 – INELIGIBLE PLAYER ROSTER AND POLICY

2460
 2461
 2462 **250.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2463 any board meeting.

2464
 2465 **250.02 Purpose and Authority:** The purpose of this chapter is to codify the responsibilities for the ineligible
 2466 player list (formerly the banned player list) and create standard definitions for use. The authority for this program
 2467 is found in 4.01 of the Governing Manual.

2468
 2469 **250.03 Definitions:** The following definitions apply to this chapter and the Governing Manual in their plain
 2470 meaning:

- 2471 a. Good-Standing: A member is in "good-standing" when they are not suspended or expelled from
 2472 participation in NAGAAA sanctioned events by action of the Council or for failure to meet all financial
 2473 requirements.

2474
 2475 **250.04 Maintenance of the Ineligible List:** Following any action which would require any person to be placed on
 2476 the ineligible list, the Director of Competition shall report the information listed in this section to the Webmaster
 2477 who shall update the list accordingly. The Webmaster shall maintain the ineligible list in a secure area of the
 2478 NAGAAA delegate toolkit with access controlled as authorized by the Director of Competition. The Webmaster
 2479 shall cause the list to be updated when a player is removed from suspension or expulsion and keep archived all
 2480 information from the list on the player so removed.

- 2481 a. Information to be collected: This information is needed for each person placed on the ineligible list; full
 2482 legal name of the person, date of suspension or expulsion, member association of the person (as
 2483 available), period of suspension or expulsion, and reason for suspension or expulsion.

2484 CHAPTER 300 – GSWS TOURNAMENT ROSTER SUBMISSION POLICY

2485
 2486
 2487 **300.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2488 any board meeting.

2489
 2490 **300.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of rosters to
 2491 NAGAAA. The authority for this program is found in 20.13 – 20.18 of the Governing Manual.

2492
 2493 **300.03 Submission of the Rosters:** Each member association shall submit by the deadline listed in Chapter 70 the
 2494 following information for each team that it is entering in the Gay Softball World Series, excluding players who
 2495 played in that association in a non-qualifying status. The Commissioner or highest elected leadership of each
 2496 member association is responsible for ensuring that this expectation of NAGAAA membership is met.

- 2497 a. Teams: Each team shall be reported by its known name and shall report its manager and their contact
 2498 information.
 2499 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the
 2500 player's preferred first name, legal last name as it appears on a government issued identification. And
 2501 their birthyear (yyyy)
 2502

2503 **300.04 Manner of Submission:** The GSWS Tournament rosters shall be submitted through the NAGAAA delegate
 2504 toolkit. Member associations are encouraged to begin this process of submission well in advance of the deadline
 2505 and seek the assistance of the Director of Competition for help in entering this data. GSWS rosters may not be
 2506 submitted after the deadline listed in Chapter 70.
 2507

2508 **300.05 Classes Corrections/Changes:** There are created two (2) different classes of changes that may be made to
 2509 a GSWS roster for which each class will have a corresponding different sanction or penalty.

- 2510 a. GSWS Administrative Changes: This class is defined as any correction to a rostered member's name or
 2511 date of birth entry.
 2512 b. GSWS Player Changes: This class is defined as any correction to a roster wherein a rostered member is
 2513 deleted or added.
 2514

2515 **300.06 Changes Prohibited:** The following changes to a GSWS roster are prohibited:

- 2516 a. Any change to a player's rating is a change to a regular season roster and is governed by Chapter 200. A
 2517 player rating change following the deadline listed in Chapter 70 is prohibited.
 2518 b. Following the submission of a GSWS roster, there can be no change made to that roster that would cause
 2519 the team rating to increase above the team rating that was submitted before the deadline.
 2520

2521 **300.07 USA Softball (ASA) Cards:** Every team that is entered in the GSWS must present a USA Softball (ASA)
 2522 member card. Such cards may be purchased from local member associations or through NAGAAA. The Board of
 2523 Directors shall publicize the manner of obtaining said cards to each member association. Cards are required by the
 2524 deadline listed in Chapter 70.
 2525

2526 **300.08 Entry Fees and Berth Reservations:** Each team must pay its entry fee by the deadline listed in Chapter 70.
 2527 Member Associations must reserve berths in each division by the deadline listed in Chapter 70 and may cancel any
 2528 berth reservation before the deadline listed in Chapter 70 for a full refund of fees paid.
 2529

2530 **300.09 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
 2531 shall be listed in Chapter 70 and clearly delineate the sanctions for each class of changes authorized in this section.
 2532 Each correction of either class of correction shall be counted individually, and the sanction applied to each count.

- 2533 a. The Director of Competition and/or Commissioner may provide for exceptions to the deadlines and rules
 2534 of the GSWS rosters without penalty on a case by case basis for the purposes of overcoming a hardship on
 2535 the part of that team for circumstances that are beyond the natural control of the team and significantly
 2536 impair or negate the ability of the team to participate in the GSWS. This rule shall be known as the
 2537 "hardship rule".
 2538

2539 CHAPTER 305 – GSWS HOST HOTEL DEPOSIT AND REQUIREMENTS

2541 **305.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2542 any board meeting.
 2543

2544 **305.02 Purpose and Authority:** The purpose of this policy is to establish the required number of room nights
 2545 reserved per team for the GSWS, the amount of the required deposit, the deadline for payment of that deposit,
 2546 and the process for reimbursement of the deposit and conditions thereof. The authority for this policy is granted in
 2547 30.41 of the Governing Manual.
 2548

2549 **305.03 Requirements of Teams:** Each team of any member association entering the GSWS shall provide a **\$500**
 2550 deposit payable to the Treasurer by July 15 to satisfy the host hotel requirement. Each team paying such a deposit
 2551 must occupy a room at the tournament rate and provide evidence of 15 room nights of occupation at a host hotel
 2552 of the GSWS as designated by NAGAAA. This requirement is not in effect on any team whose member association
 2553 is the host association for that year's GSWS or any member association's team who primary metropolitan area is
 2554 within ninety (90) miles of the metropolitan area of the GSWS host member association.
 2555

2556 **305.04 Evidence of Occupation of Rooms:** The Treasurer may determine that a member association has met the
 2557 requirement of room nights by submission of receipts from the member association indicating that said rooms
 2558 were occupied. These receipts must be submitted to the Treasurer via email or postal mail after the GSWS but no
 2559 later than 30 days preceding the Winter Meeting immediately following the GSWS. In lieu of the submission of
 2560 receipts, the Treasurer may make a determination that the requirement is met by utilizing a master list from the
 2561 host hotel indicating that occupation of rooms occurred. The Treasurer shall notify each member association, via
 2562 the Secretary, prior to the GSWS if receipts will be needed or if the host hotel shall provide a master list of room
 2563 occupants.
 2564

2565 **305.05 Reimbursement of Deposit:** The Treasurer shall return the appropriate deposit amount to each member
 2566 association which has met the required number of room nights per team by check to the member association
 2567 representative in attendance at the Winter Meeting following the GSWS.
 2568

2569 **CHAPTER 331– GSWS UMPIRE SELECTION POLICY**

2570
 2571 **331.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2572 any board meeting.
 2573

2574 **331.02 Purpose and Authority:** The purpose of this policy is to ensure the selection of umpires consistent with
 2575 the rules, regulations, and acts of this organization. The authority for this policy is granted in 30.04 of the
 2576 Governing Manual.
 2577

2578 **331.03 Umpire Reviews:** The UIC shall annually review umpires at the GSWS. Performance reviews of umpires
 2579 shall be the domain of the UIC and shared with the NAGAAA Board of Directors as necessary by either party.
 2580 Performance Reviews will be completed as follows: All first- and second-year umpires will be evaluated with a
 2581 detailed evaluation form. All umpires with three (3) plus years of experience will be verbally counseled when areas
 2582 of improvement exist. The verbal conversation will be documented and submitted with the final group of
 2583 evaluations for that year's GSWS Report. Any umpire who receives an overall "needs improvement" evaluation,
 2584 and/or is involved in an unprofessional encounter/incident with a player/manger will be automatically suspended
 2585 for the following GSWS. A longer suspension may be assigned depending on the egregious nature of the incident.
 2586 The final decision will be made jointly by the UIC staff and Athletic Director. Any umpire not so suspended is
 2587 considered in good standing.
 2588

2589 **331.035 UIC Appointment:** The Commissioner shall appoint the UIC by November 1st of a calendar for the GSWS of
 2590 the following year.
 2591

2592 **331.04 Umpire Nomination:** The UIC shall seek nominations of umpires for the GSWS by November 1st from the
 2593 commissioners or authorized representatives of member associations.
 2594

2595 **331.05 Umpire Selection:** The UIC shall, by May 31st, select and invite umpires to officiate the GSWS after
 2596 considering the nominations of the members and the reviews of the umpire from previous years. Umpires will be
 2597 awarded a position in that year's GSWS based on their order of response to an invitation (i.e., first to respond, first
 2598 awarded). In order to assure consistency and experience with GSWS umpires, the UIC will issue two invitations.

2599 a. First, by February 15, umpires in good standing with five plus (5+) years of GSWS experience will be
 2600 invited for the upcoming GSWS. Eighty percent (80%) of the allotted umpire slots will be filled from this
 2601 umpire pool receiving the first invitation and those responding affirmatively to the invitation. After this

- 2602 80% threshold has been met, a wait list will be started of those umpires whom responded to the
 2603 invitation but were not awarded a position.
- 2604 b. Second, on March 1, umpires in good standing and with less than five (5) years of GSWS experience and
 2605 all newly recommended umpires will be invited. The remaining twenty percent (20%) of the allotted
 2606 umpire slots will be filled from this umpire pool receiving the second invitation and those responding
 2607 affirmatively to the invitation. After the 20% threshold has been met, all names of those umpires from the
 2608 second pool whom responded to the invitation but were not awarded a position will be added to the wait
 2609 list started from first umpire pool.
- 2610 c. If on March 15, there are any open umpire slots and no wait list, then umpires from either pool may fill
 2611 the slots at the discretion of the UIC.

2612 Umpire selection shall represent the diversity of NAGAAA, including international membership.

2613

2614 **331.06 Notification to Umpires:** The UIC shall inform all nominated umpires of the status of their nomination by
 2615 April 1st. The UIC shall inform the Secretary of invited and selected umpires by May 31st. Selected umpires must
 2616 provide the UIC staff with a copy of their current year USA Softball (ASA) or Softball Canada certification by July 1st
 2617 in order to be eligible to umpire in the upcoming GSWS. It is the individual umpire's responsibility to confirm their
 2618 certification has been received and accepted by the UIC staff.

2620 CHAPTER 341 – GSWS HOST CITY METROPOLITAN AREAS

2621

2622 **341.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2623 any board meeting.

2624

2625 **341.02 Purpose and Authority:** The purpose of this policy is to establish the metropolitan areas of each member
 2626 association solely for the purposes of hosting the GSWS. The authority for this policy is granted in 30.13 of the
 2627 Governing Manual.

2628

2629 **341.03 Metropolitan Areas of the Member Associations:** The current metropolitan areas of each member
 2630 association are listed in the table below. Member associations are identified by the predominant city of each or
 2631 their common name:

2632

MEMBER CITY	METROPOLITAN AREA
ATLANTA, GA	Atlanta-Athens-Clarke-Sandy Springs, GA CSA
AUSTIN, TX	Austin-Round Rock, TX MSA
BIRMINGHAM, AL	Birmingham-Hoover-Talladega, AL CSA
BOSTON, MA	Boston-Worcester-Providence, MA-RI-NH-CT CSA
CHARLOTTE, NC	Charlotte-Concord-Gastonia, NC MSA
CHICAGO, IL	Chicago-Naperville, IL-IN-WI CSA
CINCINNATI, OH	Cincinnati, OH-KY-IN MSA
COLUMBUS, OH	Columbus-Marion-Zanesville, OH CSA
DALLAS, TX	Dallas-Fort Worth, TX-OK CSA
DENVER, CO	Denver-Aurora, CO CSA
DES MOINES, IA	Des Moines-Ames-West Des Moines, IA CSA
FORT LAUDERDALE, FL	Miami-Fort Lauderdale-Port St. Lucie, FL CSA
HAMILTON, ON	Hamilton (Burlington, Grimsby), CMA
HOUSTON, TX	Houston-The Woodlands, TX CSA
HUNTSVILLE, AL	Huntsville-Decatur, AL CSA
INDIANAPOLIS, IN	Indianapolis-Carmel-Muncie, IN CSA
IOWA CITY, IA	Cedar Rapids-Iowa City, IA CSA
KANSAS CITY, MO	Kansas City-Overland Park-Kansas City, MO-KS CSA
KNOXVILLE, TN	Knoxville-Morristown-Sevierville, TN CSA
LAS VEGAS, NV	Las Vegas-Henderson, NV-AZ CSA

LONG BEACH, CA	Los Angeles-Long Beach, CA CSA
LOS ANGELES, CA	Los Angeles-Long Beach, CA CSA
LOUISVILLE, KY	Louisville-Elizabethtown-Bardstown, KY CSA
MADISON, WI	Madison-Janesville-Beloit, WI CSA
MEMPHIS, TN	Memphis-Forrest City, TN-MS-AR CSA
MID-ATLANTIC	Virginia Beach-Norfolk, VA-NC CSA
MILWAUKEE, WI	Milwaukee-Racine-Waukesha, WI CSA
NASHVILLE, TN	Nashville-Davidson–Murfreesboro, TN CSA
NEW ORLEANS, LA	New Orleans-Metairie-Hammond, LA-MS CSA
NEW YORK, NY	New York-Newark, NY-NJ-CT-PA CSA
OKLAHOMA CITY, OK	Oklahoma City-Shawnee, OK CSA
ORLANDO, FL	Orlando-Deltona-Daytona Beach, FL CSA
PALM SPRINGS, CA	Riverside-San Bernardino-Ontario, CA MSA
PHILADELPHIA, PA	Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA
PHOENIX, AZ	Phoenix-Mesa-Scottsdale, AZ MSA
PITTSBURG, PA	Greater Pittsburgh, PA MSA
PORTLAND, OR	Portland-Vancouver-Salem, OR-WA CSA
PROVIDENCE	Providence-Warwick, RI-MA MSA
RALEIGH, NC	Raleigh-Durham-Car, NC CSA
SACRAMENTO, CA	Sacramento-Roseville, CA CSA
SAN ANTONIO, TX	San Antonio-New Braunfels, TX MSA
SAN DIEGO, CA	San Diego-Carlsbad, CA MSA
SAN FRANCISCO, CA	San Jose-San Francisco-Oakland, CA CSA
SAN JOSE, CA	San Jose-San Francisco-Oakland, CA CSA
SEATTLE, WA	Seattle-Tacoma, WA CSA
SIOUX FALLS, SD	Sioux Falls, SD
ST. LOUIS, MO	St. Louis-St. Charles-Farmington, MO-IL CSA
SOUTHERN NEW ENGLAND	Hartford-West Hartford, CT CSA
TAMPA, FL	Tampa-St. Petersburg-Clearwater, FL MSA
TORONTO, ON	Toronto (Mississauga, Brampton) CMA
TULSA, OK	Tulsa-Muskogee-Bartlesville, OK CSA
TWIN CITIES	Minneapolis-St. Paul, MN-WI CSA
VANCOUVER, BC	Vancouver (Surrey) CMA
WASHINGTON, D.C.	Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA

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2636 **400.01 Jurisdiction:** This chapter shall be the jurisdiction of the ADA sub-committee and amended by a majority
 2637 vote at any sub-committee meeting.

2638

2639 **400.02 Purpose & Authority:** The purpose of this policy is to outline the eligibility and protocols for designating
 2640 individuals as ADA eligible at the NAGAAA Cup and GSWS. The ADA sub-committee is comprised of the NAGAAA
 2641 Athletics Director, the NAGAAA UIC, and one other at-large member named prior to the GSWS and NAGAAA Cup
 2642 independently by the Athletic Director.

2643

2644 **400.03 Definitions:**

2645 a. Verified Disability

2646 b. Injury

2647 c. ADA Designation

2648 d. Rule Modification

2649

CHAPTER 400 – ADA POLICY

2650 **400.04 Applying for a Rule Modification:** A person who, because of a verified disability, would like a reasonable
 2651 modification to the Rules in order to participate in the NAGAAA Cup or GSWS should advise the NAGAAA Athletic
 2652 Director or their designee of the requested modification. An injury alone does not qualify an individual for a rule
 2653 modification. A properly submitted request for modification shall only be submitted via the online application at
 2654 the link provided to all NAGAAA Member Cities.
 2655

2656 A properly submitted request for modification shall only be submitted via the online application at the link
 2657 provided to all NAGAAA Member City Delegates/Commissioners at the email on file with the NAGAAA Secretary for
 2658 each individual league prior to the NAGAAA Cup and the GSWS. Medical provider documentation must be
 2659 submitted by email attachment sent to ADA@NAGAAA.org at the time of request submission.
 2660

2661 This request must include the following:

- 2662 a. Player's full name
- 2663 b. Player's member association and team
- 2664 c. An explanation on why the modification is needed, including how the modification will address the
 2665 player's specific disability.
- 2666 d. Applicants are required to provide medical substantiation of the need for requested modification by a
 2667 medical professional that is involved in the care of the disability being claimed.
 2668

2669 Once a properly completed ADA Modification application is received, an email confirmation will be sent to the
 2670 applicant.
 2671

2672 **400.05: Deadline to Submit Modification Request:** This must be done in order to allow for an inquiry to be
 2673 undertaken to decide whether to allow or deny the requested modification. ADA modification requests must be
 2674 made no earlier than 30 days prior to GSWS/NAGAAA Cup Roster due date, and no later than GSWS/NAGAAA Cup
 2675 Rosters due date. Any requests not received by the deadline will be refused with no action being taken.
 2676

2677 **400.06 Rule Modification Review:** The ADA sub-committee will review all rule modification requests, to include
 2678 consideration of the participant's specific circumstances, and the purpose of the rule, policy, or practice at issue. It
 2679 will also ensure that the requested modification does not afford either team an unfair advantage or disadvantage.
 2680 The committee that evaluates properly submitted requests may request additional information before providing a
 2681 decision on the granting, or denial of said request. Any committee requests for additional information will have an
 2682 additional 7 days to submit the requested information.
 2683

2684 Once the sub-committee has completed its inquiry, another email will be sent to the applicant advising if the
 2685 request was approved or denied. If the application was approved, that email will also state what the approved
 2686 modification is. The decisions of the Committee will be final.
 2687

2688 **400.07 ADA Modification Cards:** ADA Modification Cards will be provided to team managers at the GSWS
 2689 Managers Meeting and Registration Event at the NAGAAA Cup. ADA Modification Cards must be turned in at the
 2690 beginning of each game to the home plate umpire in order to be granted the modification for that game. Failure to
 2691 do so will result in the modification not being honored for that game.
 2692

2693 **CHAPTER 810 – PAYMENT TERMS OF SPONSORSHIP CONTRACTS**

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 2695 **810.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2696 any board meeting.
 2697

2698 **810.02 Purpose and Authority:** The purpose of this policy is to create enforceability of payments provisions in
 2699 sponsorship contracts, ensure said provisions are included in sponsorship contracts, and assist with budget
 2700 development and cash flow of the organization by creating certainty around receivables. The authority for this
 2701 policy is granted in 4.01 of the Governing Manual.
 2702

2703 **810.03 Terms of Payment:** All sponsorship contracts or any contract with an amount due to NAGAAA shall have a
2704 payment due date for the full balance or a schedule of payments with due dates for each payment included in the
2705 contract before it may be executed by this organization.
2706

2707 **810.04 Invoices:** The Treasurer shall be provided a copy of the payment terms or payment schedule for each
2708 executed sponsorship contract and shall invoice the sponsor according to that schedule and a reminder for any
2709 amount that is past due 30, 60, or 90+ days.

NAGAAA GOVERNING MANUAL

CHANGE LOG

Meeting Date	Business Item/Motion	Sections Modified	Summary of Changes
Summer 2021	Business Item 16	Sections 1.01 and 1.02	Changes when petitioning league may be voted on for NAGAAA membership; establishes timeframe for re-petitioning if denied
Summer 2021	Business Item 6	Section 2.04	Allows Commissioner to vote if it would “affect the outcome” rather than solely to break ties
Summer 2021	Business Item 20	Sections 10.03, 25.10, and 25.20	Adds metric conversions added to GM measurements
Summer 2021	Business Item 18	Sections 10.05 and 60.21	Eliminates “cash prize” language for disqualification purposes
Summer 2021	Business Item 7	Section 20.13	Eliminates non-LGBT player limit for member association season rosters
Summer 2021	Business Item 19	Section 20.19	Allows A and B Division teams to select 2 of their 4 pick-up players from other member associations
Summer 2021	Business Item 11	Sections 20.35 and 25.20 (Q3 – Q5 and accompanying note)	Modifies hitting questions (Q3 – Q5) and precludes any player with Q5 from playing in the E or D Divisions
Summer 2021	Business Item 12	Section 25.20 (Q10 – Q14)	Changes Q10 – Q13 to be speed-related running questions and makes Q14 a skill-based running question; modifies accompanying note for Q14
Summer 2021	Business Item 13	Section 25.20 (accompanying note about linkage of certain rating questions)	Changes linkage of questions where only Q5 and Q14 are not linked to other questions for skillsets
Summer 2021	Motion (Athletics)	Section 30.45 (table)	Eliminates extra GSWS berth if associations fill all divisions
Summer 2021	Motion (Athletics)	Section 30.45 (table)	Eliminates extra berth per division for GSWS host city starting with 2024 GSWS (i.e., host city gets only one extra team across all divisions in 2024 and on)
Summer 2021	Governance Review	Sections 20.14, 20.15, 20.16, 20.19, 20.35, and 30.45	Corrects minor typographical edits (e.g., capitalization, punctuation); see Redline Document (12/30/2021 version)
Winter 2022	Business Item 13	Section 1.04(f)	Added requirements for local tournaments utilizing NAGAAA Ratings
Winter 2022	Business Item 12	Section 10.03(j)	Changed B Division Homerun limit from 2 to 3

Winter 2022	Business Item 11	Section 25.10	Added Accuracy, Reworded High, Medium, and Low Velocity definition
Winter 2022	Business Item 10	Section 25.20	Modified Fielding Q16 - Q22
Winter 2022	Motion (New Business)	Section 25.20	Modified Q25-Q26
Winter 2022	Motion (Governance)	Sections 30.04; 331.04	Removed January 1 deadline for nominations
Winter 2022	Motion (Athletics Committee)	Section 30.12	Changed timeframe from 3 years to 2 years for bidding GSWS
Winter 2022	Business Item 8	Section 30.42,	Changed No Repeat Rule to apply to 1 st – 4 th place instead of just 1 st – 2 nd place
Winter 2022	Motion (Athletics Committee)	Section 30.46	Modified section to include four teams receiving an automatic bid (due to Business Item #8)
Winter 2022	Motion to Instruct Board	Section 70.04	Added fine payment deadline when making an appeal
Winter 2022	Board Instruction	Section 70.06	Updated some deadline dates to reflect 2022
Winter 2022	Motion (Hall of Fame Committee)	Section 100.04	Added restriction for self-nomination into Hall of Fame
Winter 2022	Governance Review	Section 341.03	Added new Member Associations to table
Winter 2022	Motion (Ethics Committee)	Section 60.22	Added new discretionary penalty (probation/written warning)
Board 2022	Board Meeting	Section 70.05	Changed Team Fee from \$600 to \$500
Board 2022	Board Meeting	Section 70.05	Created new Player Fee of \$30 per person
Summer 2022	Business Item 17	Section 1.04(c)	Added requirement for Member Associations to request players to declare their GSWS qualifying member association
Summer 2022	Motion (Governance)	Section 2.061	Required Business Items/Agenda to be sent out 14 calendar days prior to the meeting
Summer 2022	Motion (Governance)	Section 2.07	Required Business Items to be submitted no later than 30 days prior to the meeting
Summer 2022	Business Item 18	Section 10.03(j)	Updated A Division Homerun limit to 4, with a progressive up to 6
Summer 2022	Business Item 16	Section 20.10	Added requirement for players to declare their GSWS qualifying association
Summer 2022	Motion (Athletics)	Section 20.18	Updated roster requirement for Master's Division
Summer 2022	Business Item 15	Section 25.10	Removed several definitions
Summer 2022	Business Item 14	Section 25.20	Updated Q10 - Q14 in ratings table, Added clarifying headers for thresholds
Summer 2022	Motion (Athletics)	Section 30.45	Updated Association Berth Allotment Table

Summer 2022	Motion (Athletics)	Section 40.13	Added tie breaker rules
Summer 2022	Motion (Ethics)	Section 60.04	Added new petition screening process
Summer 2022	Motion to Instruct Board	Section 70.03	Added Fees to this section to clarify the Board has the authority to create new fees
Summer 2022	Governance Review	Sections 70.05; 70.06	Updated dates and corrected a reference section
Summer 2022	Governance Review	Section 341.03	Added new Member Associations to table
Board Nov 2022	Board Meeting	Section 70.05	Added NAGAAA Player Fee
Ethics Dec 2022	Ethics Committee Meeting	Section 60.10	Added clarification on hearing procedures
Winter 2023	Ethics Committee	Section 1.04(a)	Added Code of Conduct
Winter 2023	Business Item 14	Section 3.011	Changed language from 4 to no less than 3 members
Winter 2023	Business Item 12	Section 5.03	Clarified currency exchange
Winter 2023	Business Item 3	Section 10.03(j)	Changed Homerun max in A Division to 5
Winter 2023	Business Item 18	Section 10.04	Added (a)(1), (a)(2) and (b)(1)
Winter 2023	Business Item 24	Section 20.13 –20.19	Cleaned up language, renumbered sections
Winter 2023	Business Item 6	Section 30.06, 40.21	Added new info
Winter 2023	Business Item 26	Section 30.12	Multi-year bid option
Winter 2023	Business Item 17	Section 30.22	Defined tournament seeding
Winter 2023	Business Item 1, 23	Section 30.45	Cleaned up language / Berth Allotment chart
Winter 2023	Business Item 20, 21	Section 30.46	Cleaned up language on GSWS Bids
Winter 2023	Athletics Committee	Section 40.02, 40.11 - 40.13, 40.21	Add Masters C & D to NAGAAA Cup
Winter 2023	Business Item 25	Section 50.30	Changed to 2 GSWS
Winter 2023	Governance Review	Section 90.21	Committee changes to GM
Winter 2023	Membership Committee	Section 341.03	Added Charlotte, Cincinnati and Pittsburgh
Winter 2023	Business Item 16	Section 400	New ADA Policy added
Summer 2023	Competition 18	Section 25.20	Change pitching question wording
Summer 2023	Competition 16	Section 25.10	Remove pitching reference from accuracy definition
Summer 2023	Competition 13	Section 25.20	Change MBA requirements for E in questions 6 and 7
Summer 2023	Competition 12	Section 25.20	Clarify "fair or foul" ball for questions 1-4
Summer 2023	Competition 4	Section 20.10	Clarification about participants who qualify with more than one association
Summer 2023	Competition 1	Section 30.46	No-Repeat rule for Legends only applies to 1 st and 2 nd place
Summer 2023	Competition 10/DEI	Section 10.03, 20.17-18, 30.20-21, 30.35, 40.02, 40.11-13, 70.03	Change Masters to Legends

Summer 2023	Ethics 8	50.30	Protest committee actions are reviewed at Winter Meeting next year
February 2024	Ethics Committee Revisions	SECTION 60 Complete Revision	Major changes to Ethics Section