

**Final 9-14-08  
By-Laws  
Of the  
Georgia Amateur Wrestling Association, Inc.**

**1. Name**

The name of the Corporation shall be Georgia Amateur Wrestling Association, Inc., to be abbreviated hereinafter as G. A. W. A. In addition to the formal name specified above, the Corporation may conduct its affairs under such 'trade names' as Team Georgia – USA Wrestling, Team Georgia, or any other name so designated by the Executive Board.

**2. Purpose**

- 2.1.** TO have one representative corporation open to any individual or club (other than those involved with school programs regulated by the Georgia High School Association (G. H. S. A.)) in order to assist, supervise, standardize, regulate and control the development and conduct of amateur wrestling in all styles of wrestling (including but not limited to Folkstyle, Freestyle, and Greco-Roman) in the state of Georgia.
- 2.2. TO promote and advance the sport of amateur wrestling in the state of Georgia by establishing and maintaining a formal structure to govern matters of membership, competition, officiating and the collection/disbursement of funds in support of the conduct of G. A. W. A. Business.
- 2.3. TO improve the standard and appreciation of wrestling in the state of Georgia for men, women, girls, and boys. Activities will include, but are not limited to:
- 2.3.1. Providing training in wrestling skills
  - 2.3.2.
  - 2.3.3. offering instruction in officiating
  - 2.3.4. conducting wrestling clinics
  - 2.3.5. organizing meets and tournaments
  - 2.3.6.
  - 2.3.7. associating with wrestling clubs/associations in and outside the state of Georgia
  - 2.3.8. fielding traveling teams for regional/national level competitions in all age divisions
- 2.4. TO maintain and execute any and all rules, regulations and guidelines established by USA Wrestling, the national governing body for wrestling, and the state of Georgia so as to remain and continue to be recognized as a nonprofit corporation and a member in good standing of USA Wrestling.

**3. Registered Agent**

- 3.1. The Corporation shall appoint and continuously maintain, at an address within the state of Georgia, a registered agent upon whom service of process may be made against the Corporation

**4. Membership/Fees**

- 4.1. **Term** - The term of both club and individual memberships shall be coincident with the G. A. W. A. Business year; that is, a fiscal year from September 1 through August 31.
- 4.2. **Classes** - The organization shall have two classes of members: club and individual.
- 4.3. **Clubs** - Club membership in the Corporation shall be open to any currently (current membership year) sanctioned, well organized wrestling club in the State of Georgia.

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

- 4.3.1. **Registration** - Each CLUB must register, pay the appropriate fees, and agree to comply with the policies and procedures of G. A. W. A. and USA Wrestling to be recognized as a chartered club of the corporation.
- 4.3.2. **Voting Rights** - Each chartered club of the corporation in good standing shall have one vote at all open meetings of the corporation.
- 4.4. **Individuals** - Individual membership in the corporation shall be open to any individual engaged in competitive amateur wrestling.
- 4.4.1. **Registration** - Each individual must register, pay the appropriate fees, and agree to comply with the policies and procedures of G. A. W. A. and USA Wrestling to be eligible to participate in corporation events and activities.
- 4.4.2. **Birth Date Certification** - Upon request, each individual registering with the corporation must provide a legally registered document which proves date of birth.
- 4.4.3. **Voting Rights** - Individual members shall have no voting rights at open meetings of the corporation except as members of the Executive Board.
- 4.5. **Fees** - Membership fees shall be that amount set by USA Wrestling and G. A. W. A.
- 4.5.1. **Payment** - Membership fees shall be payable as designated by G. A. W. A. at the time the individual or club joins and thereafter on an annual basis in coordination with the organization's fiscal year.
- 4.5.2. **Non-Payment** - No club or individual member shall be allowed to participate in G. A. W. A. wrestling events or activities unless their membership fees are paid in full prior to the event or activity.
- 4.6. **Non-Discriminatory Statement** - Membership in G. A. W. A. and participation in its activities shall not be restricted based on considerations of race, color, religion, sex, political affiliation or national origin.
5. **Executive Board**
- 5.1. The Executive Board shall be made up of the officers of the G. A. W. A. and shall include a chairperson, a first vice-chairperson, a second vice-chairperson, a secretary, a treasurer, a registration chairperson, officials liaison, women's liaison and an incoming/outgoing executive board member.
- 5.2. **Responsibilities of the Executive Board** -
- 5.2.1. The Executive Board shall be responsible for establishing and publishing for the use of the corporation membership a set of operating policies and procedures to govern pay-to-pay G. A. W. A. activities. The Executive Board will be the entity that will manage the affairs and carry out the objectives of the G. A. W. A.
- 5.2.2. The Executive Board shall be responsible for enforcing the rules and regulations of USA Wrestling and the G. A. W. A.
- 5.2.3. The Executive Board shall be empowered to purchase or otherwise acquire necessary equipment/property and to sell or otherwise dispose of said equipment/property as dictated by the needs of the organization.

---

Proprietary and Confidential

**By-Laws of the Georgia Amateur Wrestling Association, Inc.**

5.3. **Election of Officers/Term** - All Officers of the Corporation shall be elected by majority vote of the Chartered Clubs of the G. A. W. A. Present at the annual Spring Business Meeting according to the schedule named below.

5.3.1. **Elections and Term** -

**Term** - All Officers of the Corporation except the Incoming/Outgoing Executive Board member shall serve a two year term beginning September 1 following the annual Spring Business Meeting at which they are elected. The Incoming/Outgoing Executive Board Member serves a 1 year term beginning September 1 following the annual Spring Business Meeting at which they are elected.

<u>Office</u>	<u>Term</u>	<u>Election years</u>
ChairPerson	2 Years	Odd number years
First Vice ChairPerson	2 Years	Even number years
Second Vice ChairPerson	2 Years	Odd number years
Secretary	2 Years	Odd number years
Treasurer	2 Years	Even number years
Registration ChairPerson	2 Years	Even number years
USAWOA Liaison	2 Years	Odd number years
Womens Wrestling Liaison	2 Years	Even number years
Incoming/Outgoing EBM	1 Year	Every Year

5.3.2.

5.3.3. **Nominations** - Nominations for elected offices up for re-election must be received in writing at least thirty days prior to the annual Spring Business Meeting. These nominations must be sent in writing or email to the Executive Board.

5.3.4. **Vacancies** - If an executive board member resigns, is removed, or is otherwise unable to serve, his successor for the remainder of his term shall promptly be appointed by the G. A. W. A. Executive Board. The Executive Board shall assign a sitting officer as a 'caretaker' of the duties of the resigned member until his successor is identified.

5.4. **Qualifications** - Each individual nominated for an office during the election process must meet the qualification requirements for that position as listed below and must be a member in good standing with USA Wrestling and Team GA and hold a current coach or officials membership.

5.4.1. **Chairperson** - Nominees for chairperson must have been involved with G. A. W. A. activities for a minimum of 3 consecutive years prior to nomination, and must have previously held a G. A. W. A. office for not less than 2 years.

5.4.2.

5.4.3.

5.4.4. **Vice Chairpersons** - Nominees for vice chairpersons must have been involved with G. A. W. A. activities for a minimum of 2 years prior to nomination.

5.4.5. **Secretary** - Nominees for secretary must have been involved with G. A. W. A. activities for a minimum of 2 consecutive years prior to nomination, and must be familiar with the operation of basic office equipment to include computer skills.

5.4.6. **Treasurer** - Nominees for treasurer must have been involved with G. A. W. A. activities for a minimum of 2 consecutive years prior to nomination, must serve at least one term in a "Treasurer in Training" position with the outgoing treasurer in order to learn the finances of the organization and must have some knowledge of basic bookkeeping skills.

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

- 5.4.7. **Registration Chairperson** - Nominees for Registration must have been involved with G. A. W. A. activities for a minimum of 2 years prior to nomination and must be familiar with USA Wrestling registration policies and procedures. They must also have basic office computer skills, access to a computer and internet access.
- 5.4.8. **USAWOA Liaison** - Nominees for USAWOA Liaison must have been involved with G. A. W. A. activities for a minimum of 2 years prior to nomination, must be a current USA Wrestling Category 1 or higher ranking official, must be able to attend two national level USA Wrestling tournaments each year, must be able to attend all G. A. W. A. State Tournaments, and must be able to conduct two officials' clinics each year.
- 5.4.9. **Womens Wrestling Liaison** - Nominees for Women Wrestling Liaison must have been involved with G. A. W. A. activities for a minimum of 2 years prior to nomination.
- 5.4.10. **Incoming/Outgoing Executive Board Member** - Nominees for Incoming/Outgoing Executive Board Member must have been i) a sitting member of the Executive Board Member, ii) involved with G. A. W. A. activities for a minimum of 2 consecutive years prior to nomination, or iii) be nominated by a majority of the sitting Executive Board.

**Involved with G. A. W. A. Activities** - For the purpose of Executive Board positions, 'involved with G. A. W. A. activities' shall be interpreted to mean serving in a director level position or performing comparable, continuous (defined as year-round) service for the specified period of time.

### 5.5. **Duties** - The duties of the elective officers shall include but not be limited to the following:

- 5.5.1. **Chairperson** - The Chairperson shall be the Chief Executive Officer of the Corporation. The Chairperson shall preside at all open and special meetings, and shall chair all Board of Directors meetings. He shall be the Principle Executive Officer of the Corporation. He shall assure that operation of the Corporation is in compliance with these By-Laws, shall oversee the consistent application of the policies and procedures of the Corporation, and shall be responsible for carrying out the decisions of the G. A. W. A. membership and Executive Board. The Chairperson shall also perform such duties as may be assigned by the Executive Board and shall provide an annual 'State of the Corporation' report to the membership at the annual Fall Business Meeting.
- 5.5.2. **First and Second Vice Chairpersons** - The Vice Chairpersons shall assist the Chairperson and shall serve in his absence. The First & Second Vice Chairperson shall also perform such duties as may be assigned by the Executive Board.
- 5.5.3. **Secretary** - The Secretary shall record and publish minutes of each Board of Directors meeting and general or open meetings. The Secretary shall assist with documenting and publishing all of the policies and procedures of the Corporation, assist the Chairperson with the Corporation correspondence, and shall keep required incorporation documentation current with the Georgia Secretary of State's office. The Secretary shall also perform other such duties as may be assigned by the Executive Board.
- 5.5.4. **Treasurer** - The Treasurer shall be the Chief Financial Officer of the Corporation. He shall maintain the corporate checkbook, credit card accounts, and other appropriate corporate financial records. The Treasurer shall meet the financial obligations of the Corporation and make timely payment of appropriate fees to USA Wrestling. He will assure continuation of the tax-free status of the Corporation and will file an annual income tax return to that effect with the IRS. He will provide a detailed report on income/expenses, as well as capital assets, at the annual Fall Business Meeting. The Treasurer shall also perform other such duties as may be assigned by the Executive Board.
- 5.5.5. **Registration Chairperson** - The Registration Chairperson shall be the Primary Officer in charge of registering and collecting fees from club and individual members of the G. A. W. A. The Registration Chairperson shall obtain and distribute as appropriate all club and individual registration materials, and shall provide necessary documentation to USA Wrestling as required. He will provide a detailed report on membership at the annual Fall Business Meeting. The Registration Chairperson shall also perform other such duties as may be assigned by the Executive Board.

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

5.5.6. **USAWOA Liaison** - The USAWOA Liaison shall act as the Primary liaison Between the USWOA Officials' organization and the G.A.W.A. The Purpose of this Position is to ensure that the G.A.W.A. Proactively Considers the needs and requirements of Officials in every Program offered, so that By the time new Programs are offered, Officials requirements have Been Considered as well.

5.5.7. **Womens Wrestling Liaison** - The Womens Wrestling Liaison shall work to Develop and Grow Women's wrestling at all levels Of the organization. This Position shall endeavor to work with the state high school association(s) to Develop Women's Programs at the high school level, and ensure that Georgia women's wrestling is represented at all national USA National Women's Wrestling events.

5.5.8. **Incoming/Outgoing Executive Board Member** - The Incoming/Outgoing Executive Board Member shall Perform Duties as assigned By the Executive Board.

### 5.6. **Removal From Office -**

5.6.1. **Officers** - Any Executive Board member may Be removed from Office for just Cause at any time By the affirmative vote of two-thirds of the G. A. W. A. Chartered Clubs.

5.6.1.1. **Petition** - A Petition signed By one-half of all G. A. W. A. Chartered Clubs requesting the removal of a Corporation Officer must Be received By the G. A. W. A. Secretary Before a removal vote will Be executed.

5.6.1.2. **Vote** - Voting on the issue of removal of an Officer shall Be done at a scheduled G. A. W. A. Business meeting Or By e-mail. If voting By e-mail, a deadline of 14 days Past the initial Chartered Club notification Date shall Be the deadline for submitting a vote. If the vote concerns the G. A. W. A. Secretary, votes shall Be submitted to the Chairperson. The Officer in Question shall Be promptly notified of the results of such a vote.

5.6.1.3. **Replacement** - Replacement of a removed Officer shall take Place as is stated in Paragraph 5.3.4 of these By-Laws.

## 6. **G. A. W. A. Divisions**

6.1. **G. A. W. A. Divisions** - G.A.W.A. shall establish Divisions within itself in order to operate quickly and efficiently to most effectively meet the needs of the members of the Corporation. These Divisions of the Corporation shall function as operational arms and are under the jurisdiction of G. A. W. A.

6.2. The Divisions recognized By the Corporation shall include But not Be limited to K&S, Cadets, Juniors, Open, Women, Officials, Pairing, Duals, Education and communication.

6.3. **Division Directors** - Each Division shall have a Director who shall Be the authority on the Division rules and regulations.

6.4. **Election/Term** - Directors shall Be elected at the Spring Business Meeting By a majority vote of all Chartered Clubs Present and voting they shall serve a term of two years beginning September 1 following the annual Spring Business Meeting at which they are elected.

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

- 6.5. **Nominations** – Nominations for Division Directors must be received in writing at least thirty days prior to the annual Spring Business Meeting. These nominations must be sent in writing or by email to the Executive Board.
- 6.6. **Qualifications** –
- 6.6.1. **Age Group Directors** – Age Group Directors must have been involved in G.A.W.A. any age group activities for a minimum of two consecutive years.
- 6.6.2. **The Women's Director** – The Women's Director must have been involved with G. A. W. A. activities for a minimum of two consecutive years.
- 6.6.3. **The Officials Director** – The Officials Director must have been involved with G. A. W. A. activities for a minimum of two consecutive years, must be a current USA Wrestling Category 1 or higher ranking official, must be able to attend two national level USA Wrestling tournaments each year, must be able to attend all G. A. W. A. State Tournaments, and must be able to conduct two officials' clinics each year.
- 6.6.4. **The Pairing Director** – The Pairing Director must have been involved with G. A. W. A. activities for a minimum of two consecutive years, must be able to attend two national level USA Wrestling tournaments each year, must be able to attend all G. A. W. A. State Tournaments, and must be able to conduct one pairing clinic each year.
- 6.6.5. **The Duals Director** – The Duals Director must have been involved with G.A.W.A. activities for a minimum of two consecutive years.
- 6.6.6. **The Communications Director** – The Communications Director must have been involved with G. A. W. A. activities for a minimum of two years, must be computer literate, and must be capable of maintaining the organization website and appropriate communications with G. A. W. A. members and clubs.
- 6.6.7. **The Coaches Education Director** – The Coaches Education Director must have been involved with G. A. W. A. activities for a minimum of two consecutive years and must be a silver certified coach and able to conduct bronze classes as needed by the members and any other educational classes as needed.
- 6.6.8. **Involved with G. A. W. A. Activities** – For the purpose of Director level positions, 'involved with G. A. W. A. activities' shall be interpreted by the sitting Executive Board to mean performing any official function and/or participating in any official volunteer effort for the G. A. W. A. Examples may include – but aren't limited to – tournament volunteer, committee member, assisting with state tournament(s), regional managers, etc.
- 6.7. **Duties** – The Division Directors shall supervise all activities which involve their assigned division and shall maintain a working knowledge of USA Wrestling rules, requirements and updates that affect their division operations. Recommendations shall be made to the Executive Board on matters which pertain to the development of the division programs to meet the needs of division participants. Division Directors will represent G. A. W. A. at regional and national meetings at the discretion of the Executive Board.
- 6.8. **Program** – Each Division Director Elect (those elected at the Spring Business meeting and assuming responsibilities on September 1) shall work with the outgoing Division Director and shall present for approval to the Executive Board a draft by August 1<sup>st</sup> and a final version by the Fall meeting of a proposed program the division shall follow that year. The program shall include a proposed budget, information on division championships, requests for special funding (clinics, etc.), ideas on promotion, information on USA Wrestling rule change/updates, and the sites and dates of regional and national tournaments the division shall be involved in.

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

- 6.9. **Vacancies** - If a Division Director resigns, is removed, or is otherwise unable to serve, his successor for the remainder of his term shall promptly be appointed by the G. A. W. A. Executive Board. The Executive Board shall assign a sitting officer as a 'caretaker' of the duties of the vacant position until his successor is identified or the next elections.

### 7. **Board of Directors**

- 7.1. **Composition** - The Board of Directors shall be composed of the following:

- 7.1.1. The G.A.W.A. Executive Board;
- 7.1.2. The Director of each Division of the G.A.W.A.
- 7.1.3. UP TO TWO At Large Members
- 7.1.4. UP TO TWO Athlete Representatives

- 7.2. **Chairperson of the Board of Directors** - The Team Georgia Chairperson shall serve as the chairperson of the Board of Directors.

- 7.3. **At Large Members and Athlete Representatives** - The two At Large members and Athlete Representatives on the Board of Directors shall be elected bi-annually at the Kids State Tournament by a majority vote of all those chartered clubs present and voting. If no candidates are nominated for these positions the Executive Board can elect to appoint members to these positions.

- 7.4. **Tenure** - The term of each Board member shall coincide with their term as an Officer or Director of the Corporation and shall begin on September 1<sup>st</sup> of the year elected to office.

- 7.5. **Vacancies** - If a Board of Director resigns or is otherwise unable to serve, his or her successor for the remainder of his or her term shall promptly be appointed by the G.A.W.A. Executive Board.

- 7.6. **Action in Writing or By Telecommunication** - The Executive Board may, in lieu of taking action at a meeting; act by written or modern telecommunication means a quorum shall be needed to take any action. Promptly after such a meeting, the chairperson of the Board shall - through meeting minutes provided by the secretary - notify each Board member of the actions taken, if any, by the Executive Board.

- 7.7. **Absences** - If a member of the Board of Directors is absent from 3 consecutive Board of Directors or Annual meetings they will be deemed to have resigned and their position will be filled according to section 5.3.4 or 6.4 where applicable.

### 8. **Meetings**

- 8.1. **Board of Directors Meeting** - The Executive Board and the Directors shall meet upon call of the chairperson of the Board or upon the request of not less than one third of the sitting Executive Board, and shall meet not less than quarterly during the business year. Meetings may be accomplished by electronic means.

- 8.1.1. **Notice** - Notice of a meeting of the Board of Directors shall be sent to each Board member by the G. A. W. A. Chairperson at least one week in advance of the meeting.

- 8.1.2. **Absences** - In the absence of the chairperson, the first or second vice chairperson shall chair the Board of Director meetings. In the absence of both the chairperson and the first and second vice chairperson, the chairperson shall designate another officer to chair the Board of Directors meeting.

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

- 8.1.3. **quorum and voting** - A quorum of the Executive Board shall consist of a majority of the sitting Executive Board members. If less than a quorum is present at a meeting, business may still be conducted with voting delayed until such time as a quorum is available to conduct voting. NO voting by proxy shall be permitted; each Executive Board member shall be entitled to one vote. The Directors shall have no voting rights at Board of Director meetings of the corporation except as members of the Executive Board.
- 8.1.4. **Action in writing or by electronic communication** - The Executive Board may, in lieu of taking action at a meeting, act by written or electronic (e-mail, web posting) communication. A quorum shall be needed to take such action. The Chairperson shall promptly - via meeting minutes published by the Secretary - notify all Board of Directors of the results of such actions.
- 8.1.5. **minutes** - minutes of Board of Directors meetings shall be recorded and shall be posted on the website within five working days (one week) of each meeting. Copies of the minutes shall be provided to each officer.
- 8.2. **Business Meetings** - The general membership shall meet in two annual business meetings per year and at the request of a majority of the chartered clubs. The G. A. W. A. Chairperson may also call a business meeting when deemed necessary as long as proper notification (see Paragraph 8.2.3) is given.
- 8.2.1. **Annual Fall Business Meeting** - The first business meeting of the fiscal year must be held after September 1 and before the third weekend of November. It shall serve as the annual business meeting and will cover, as a minimum, a 'state of the corporation' report by the chairperson, a detailed financial report - to include a budget for the coming year - by the Treasurer, a membership report by the Registration Chairperson, and a tournament schedule for the coming year.
- 8.2.2. **Annual Spring Meeting** - The second business meeting of the fiscal year must be held after March 1 and before July 1. Each year this meeting will serve as an 'update of the corporation' meeting. Every year 5 of the 9 Executive Board seats will be up for election. .
- 8.2.3. **notice** - notice of meetings shall be sent to each officer, Division Director, Director, At-Large Member and Athlete Representative by either written or electronic means. Meeting notice shall also be posted on the website for the benefit of the chartered clubs and the general membership. Such notice shall be made at least 15 working days (three weeks) prior to the meeting.
- 8.2.4. **quorum and voting** - The chartered clubs present at each meeting shall vote on the number of clubs needed for a quorum. Each chartered club present shall have one vote for voting on matters under consideration. NO voting by proxy shall be permitted.
- 8.2.5. **minutes** - minutes of business meetings shall be posted on the website within ten working days (two weeks) after the meeting.
9. **Revenues**
- 9.1. **deposits** - The Treasurer of the corporation shall deposit all moneys and other valuables in the name and to the credit of the corporation in such depositories as may be designated by the Executive Board
- 9.2. **collection** - Revenues shall be collected as follows:
- 9.2.1. All chartered club and individual membership fees shall be sent by check to the G. A. W. A. Registration Chairperson who will then forward them to the Treasurer. Travel team fees shall be paid to designated team leaders and, then, forwarded to the Treasurer. Gifts, donations, and other miscellaneous income shall be forwarded directly to the Treasurer.
- 9.3. **uses** - All revenues or income received by the corporation must be used for the growth and development of amateur wrestling or for the general welfare of the corporation as a whole. NO income of the corporation may accrue to any individual for personal use. The corporation

---

Proprietary and Confidential

## By-Laws of the Georgia Amateur Wrestling Association, Inc.

shall be authorized and empowered to pay reasonable reimbursement for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 2 hereof.

9.3.1. The Corporation shall not attempt to influence legislation or participate in any political activities by uses of its funds or activities.

9.3.2. The Corporation shall not carry on any activities not permitted by a Corporation exempt from Federal Income Tax or engage in activities that would jeopardize the Corporation's tax exempt status.

### 10. Disbursement of Funds

10.1. Authority to Disburse - The G. A. W. A. Treasurer shall disburse the funds of the Corporation as directed by majority vote of the Executive Board.

10.2. Checks - All checks, drafts or other orders for the payment of money, notes or other evidence of indebtedness issued in the name of the Corporation shall be signed by the officers or agent of the Corporation in such a manner as shall be determined from time to time by resolution of the Executive Board. At no time shall a single officer of the Executive Board have sole access to the Corporation checking account or other financial vehicles, and at all times the Treasurer must be one of those having such access authority.

### 11. Organization Operating Expenses

11.1. Request Procedures - Requests for expense money for supplies, uniforms, transportation, gas, etc. shall be submitted in writing to the Executive Board in the form of a budget request - expected expenses listed individually for a designated period. The Executive Board shall approve/deny the request and shall direct the Treasurer to disburse funds accordingly.

11.2.

11.3.

11.4. Accounting - Officers and organization members (Division Directors, travel team leaders, special project leads, etc.) allocated funds for whatever reason shall provide to the Treasurer within 15 working days (three weeks) of funds expenditure or travel team trip completion appropriate receipts and a financial statement sufficient to account for their expenses. Monies allocated but not used - such as miscellaneous cash - shall be returned promptly to the Treasurer.

11.5. Miscellaneous Expense Reimbursement - From time to time, officers and designated members (Division Directors, travel team leaders, special project leads, etc.) of the organization may incur personal out-of-pocket expenses in the performance of their duties or for the furtherance of the goals of the Corporation. At the Treasurer's discretion, such expenses up to \$100.00 shall be promptly reimbursed upon presentation of appropriate expense receipt documentation.

12.

### 13. Fiscal Year

The fiscal year of the Corporation shall begin on the first day of September and shall end on the last day of August of the succeeding year.

### 14. Audit

Not less than every three years the Treasurer shall engage an independent, outside agency to conduct a detailed review of and provide a written review of the organization's finances to include income/expenses, record keeping and reporting. The details of this audit will be published on the website within 30 days of the completed audit.

### 15. Conduct of Membership

15.1. General - All G. A. W. A. members, officers and representatives are responsible for their conduct at any and all functions and activities associated with G. A. W. A. and USA Wrestling.

---

Proprietary and Confidential

**By-Laws of the Georgia Amateur Wrestling Association, Inc.**

15.2. **Grievance Process** - Grievances against members of the corporation who have acted in an inappropriate fashion or by members who have a complaint against the corporation shall be forwarded to the G. A. W. A. Executive Board. The chairperson shall inform the accused member(s) that a grievance has been filed with the G. A. W. A. in regards to alleged misconduct on his part or on behalf of his complaint. The Executive Board shall then determine if they themselves will adjudicate the complaint or if a separate body will be established for that purpose. In the case of the latter, that body must constitute a minimum of three persons who are members in good standing of the organization.

15.2.1. **Hearing Notification** - The party filing the grievance and the accused, as necessary, shall be informed of the time, date, and place the complaint shall be read, discussed and acted upon by the Executive Board or their designees.

15.2.2.

15.2.3.

15.2.4. **Hearing Board and Quorum** - The Executive Board or their designees shall act as the hearing board on all grievance claims of misconduct or complaints against the corporation. A simple majority of a designated grievance board shall constitute a quorum.

15.2.5.

15.2.6.

15.2.7. **Notification of Decision** - Decisions resulting from grievance hearings and any resulting sanctions against the accused (in the case of misconduct) or in response to a member complaint shall be provided in writing or by electronic means to all parties involved and to the members of the hearing board within five working days (one week).

15.2.8. **Appeal** - If the accused party or complaining member is not satisfied with the resolution of the matter reached by the hearing board as outlined above, they shall be entitled to be heard before the G. A. W. A. Executive Board at their next quarterly meeting. The resolution determined by the Executive Board at that time shall be considered final.

**16. Rules of Order**

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the corporation in all cases to which they are applicable and in which they are not inconsistent with these By-Laws, and any special rules of order the corporation may adopt. Such rules must be recorded in the minutes of a scheduled board of directors meeting and be available for review by the general G. A. W. A. membership. In no case shall such adopted rules conflict with or circumvent these By-Laws.

**17. Articles of Incorporation/By-Law Amendments**

The Articles of Incorporation or By-Laws may be amended at any duly called general membership meeting of the corporation. An affirmative vote of two-thirds of the chartered clubs present and voting shall be required to amend any portion of the corporate documents, a quorum being present. No voting by proxy shall be permitted. The secretary shall mail a copy of any such amendment to all chartered clubs, officers, and division directors.

\_\_\_\_\_  
Signature of G. A. W. A. Chairperson

\_\_\_\_\_  
Signature of G. A. W. A. First Vice Chairperson

---

Proprietary and Confidential

**By-Laws of the Georgia Amateur Wrestling Association, Inc.**

---

Signature Of G. A. W. A. Second Vice ChairPerson

---

Signature Of G. A. W. A. Secretary

---

Signature Of G. A. W. A. Treasurer

---

Signature Of G. A. W. A. Registration ChairPerson

---

Signature Of G. A. W. A. Official's Liaison

---

Signature Of G. A. W. A. Women's Liaison

---

Signature Of G. A. W. A. Incoming/Outgoing EBM

---

Proprietary and Confidential