

STUTTGART PIRANHAS SWIM TEAM

BYLAWS

ARTICLE I

DUTIES OF OFFICERS

Section I. Duties of Stuttgart Piranhas Swim Team (SPST) Board

A. President

1. Responsible for all aspects of team and SPST administration.
2. May act for the SPST on all matters not subject to review or vote of the Board or the General Membership.
3. Officially represents the SPST to the U.S. European Command, U.S. Africa Command, U.S. Army Garrison Stuttgart, Department of Defense Dependent Schools - Europe, the European Forces Swim League (EFSL) and the host nation community.
4. Chairs all meetings of the Board and General Membership Meetings.
5. Authorized to make interim appointments to fill vacancies created by termination or departure of elected officials.
6. With the Treasurer, prepares an annual budget and coaching contracts for approval by the SPST Board.
7. Develop standard operating procedures and arranges for the audit of the team's finances.
8. Must have Status of Forces Agreement (SOFA) status.
9. As a voting board member, only votes when there is a tied vote.

B. Vice President

1. Assists the President as required and acts for the President as required in the absence of the President.
2. Performs Meet Director/Coordinator duties as described in the ESFL and/or USA Swimming Meet Director Handbook.
3. Coordinates with the Head Official and Starter(s), who in turn, coordinates their certification through the EFSL.
4. Voting board member.

C. Secretary

1. Manages the Board and General Membership Meeting Calendar.
2. Prepares correspondence on behalf of the SPST Board.
3. Records and publishes minutes of all Full Board and Executive Board Meetings subject to the approval of the Board Members.
4. Records and publishes minutes of all General Membership Meetings subject to the approval of the General Membership and provides copies to the Webmaster for uploading into TeamUnify.
5. Maintains an updated email contact list for team members and board members.
6. Ensures that all official correspondence is circulated via email, the team website, team social media or the Military Postal Service.

7. Works with the USAG Private Organization Office and prepares the biannual Private Organization certification application.
8. Maintains all SPST records listed in Appendix 1.
9. Voting board member.

D. Treasurer

1. Responsible for receiving and disbursing SPST funds as authorized by the SPST Board or President.
2. With the President, is authorized to spend SPST funds within stated limits for SPST expenditures.
3. Provides financial reports at least quarterly to the SPST Board.
4. Recommends resolution for all billing disputes to the Board.
5. In cooperation with the President, prepares an annual budget for approval by the SPST Board and presentation to the General Membership.
6. Reimburses Board or SPST members for legitimate expenses incurred on behalf of the Stuttgart Piranhas Swim Team.
7. Cooperates with all audits of the financial records of the SPST.
8. Shall be bonded at SPST expense.
9. Maintain all SPST records listed in Appendix 2.
10. Must have Status of Forces Agreement (SOFA) status.
11. Voting board member.

E. Statistician

1. Responsible for maintaining statistics on all swimmers.
2. Collects and analyzes statistics to assist coaches, board members, and EFSL for school letters, end of year awards, etc.
3. Prepares computerized meet lineup for all meets.
4. Supervises home meet office personnel (assistants, visiting Statisticians, awards clerk).
5. Posts meet results and forwards copies to EFSL and the SPST Board.
6. Furnishes visiting teams with award ribbons, deck cards and computer statistics.
7. Attends EFSL required training paid for by the SPST.
8. Voting board member.

F. Community Liaison

1. Responsible for arranging swimming practice times, pool rental, and swim meet rental arrangements.
2. Assists the Treasurer in payment of pool fees and in settlement of pool accounts.
3. Provides German-English translation and interpreter services.
4. Assists the SPST in host nation interactions.
5. Voting board member.

G. Parent Liaison

1. Represents the General Membership at all SPST Board meetings.
2. Represents team member concerns and receives and presents formal grievances according to the grievance process defined in the Constitution.
3. Responsible for coordinating swim season family orientation and to establish communication with new swim families.

4. Works with the Registrar and Volunteer Coordinator to identify families with unique circumstances in order to provide volunteer opportunities for these members that utilize special talents or skills to the benefit the SPST.
5. Voting board member.

H. Concessions Coordinator

1. Responsible for all concessions at SPST home meets.
2. Solicits donations and coordinates volunteers for home meet concessions.
3. Maintains cash box at home meets, counts and submits earnings and prepares a report for the Treasurer following each home meet.
4. Non-voting board member.

I. Equipment Manager

1. Responsible for ordering, maintaining stocks and selling SPST team equipment, gear and supplies.
2. Is authorized an operating budget and provides the SPST Board with an inventory of stock in August, November and at the end of the season or as requested as described in Article V, Sec. 4 of these Bylaws.
3. Reports expenditures and provides original receipts and all monies received to the Treasurer.
4. Maintains a record of all expenditures, sales, and monies turned over to the Treasurer for deposit.
5. Maintains an inventory of all Stuttgart Piranhas team equipment and supplies, including location.
6. Non-voting board member.

J. Fundraising Coordinator

1. Responsible for coordinating and conducting all team fundraising activities including grant requests and in accordance with these Bylaws and all USAG Stuttgart requirements.
2. Identifies team fundraising needs in coordination with the President and Treasurer.
3. Coordinates SPST participation in fund-raisers and recruits event volunteers.
4. Provides monthly reports on all fundraising activities to the SPST Board.
5. Maintains a record of all expenditures, sales and monies turned to the Treasurer.
6. Non-voting board member.

K. High School Liaison

1. Utilizes the Memorandum of Understanding between the Department of Defense Education Activity-Europe and EFSL to inform the Coaches, Board and SPST of the condition of program implementation of awards and student standards for the EFLS program (aka. lettering requirements of the Stuttgart High School).
2. Monitors program eligibility of all high school swimmers by maintaining contact with the High School Athletic Director through the lettering season(s). Informs the Head Coach and parents when the SHS Athletic Director identifies a swimmer as ineligible to swim.
3. Provides a list of SPST high school swimmers to the Athletic Director no more than two weeks after the first day of practice and provides the school

- administration with the meet schedule prior to the start of the season.
4. Provides a list of swimming participants to the school administration one week prior to the absence of those swimmers who will be absent from school due to an SPST swim meet.
 5. Coordinates with non-DODEA High School swimmers' parents with regard to maintain their eligibility to earn a swim letter from the SPST.
 6. Orders letters, bars, and pins for non-DODEA high school swimmers.
 7. Provides advice to the Coach and the Board in regards to selecting team captains and fairness in Varsity and Junior Varsity lettering based on the DODEA-Europe and EFSL Memorandum of Understanding (MOU), team requirements, and Stuttgart High School lettering guidance.
 8. Coordinates with the Coach, SPST Board and Athletic Director at the end of the season the report lettering awards and distribute earned letters.
 9. Coordinates high school team spirit, social, and fundraising activities to include all high school swimmers.
 10. Makes use of high school media resources to announce local swim meets to the student body and community (i.e., local school newspaper, Europe-wide media sources, marquees and athletic bulletin boards).
 11. Non-voting board member.

L. Publicity

1. Responsible for all public relations matters for the SPST such as advertising, recruiting materials and news coverage of the SPST.
2. Submits articles to pertinent local and military media.
3. Identifies Team Photographer for the season and for team photos during the season including submission of publicity materials to local schools and the EFSL as requested for yearbooks, Meet programs, etc.
4. Coordinates with team Secretary and Web Master to distribute and publicize team news and information.
5. Non-voting board member.

M. Registrar

1. Responsible for preparing all the forms required each season for swimmers to register to swim with the SPST.
2. Updates forms and has them approved by the SPST Board no later than the 1st of August of each year.
3. Utilizes TeamUnify to maintain an up-to-date swimmer, phone, school, and e mail roster of SPST members and provides this information to the board and Head Coach.
4. Serves as Point of Contact and maintains contact information for interested families and waiting list for the swimmers and shares with the Board and Head Coach.
5. Collects information needed for gate access and force protection requirements.
6. Non-voting board member.

N. Social Coordinator

1. Responsible for organizing and coordinating social activities for the team as determined by the SPST Board including the annual team Banquet.

2. Inspires Team spirit with activities such as school spirit chairs, team potlucks general membership meetings and seasonal parties.
 3. Secures facilities, generates publicity and recruits volunteers for social events.
 4. Non-voting board member
0. Volunteer Coordinator
1. Works with the Board members to determine needed volunteer positions and quantity to quantify required volunteer hours.
 2. Receive and keep track of requested volunteer needs from SPST Board members.
 3. Recruit required volunteers to fill SPST Board approved volunteer positions.
 4. Maintains a tracking system of volunteers, provides data for determining volunteer requirements, and reports to the general board.
 5. Prepares reports on the number of volunteer hours reported by all the family members and notifies individual families of their volunteer hour obligation status.
 6. Works with the Parent Liaison to identify volunteer opportunities for family members that utilize special talents or skills that benefit the SPST.
 7. Non-voting board member.
- P. Webmaster/Social Media
1. Responsible for updating and maintaining SPST official web site with official team business, meet results and other pertinent information as requested by the member of the SPST Board and Head Coach.
 2. Verifies team member status with Registrar to update Website and Social Media access annually.
 3. Maintains oversight status and responsibility for all SPST sponsored social media.
 4. Non-voting board member.

Section 2. Changeover Responsibilities. At the end of their term of office, the outgoing SPST Board will ensure that all club records to include checkbooks, financial statements, meeting minutes, etc., of the organization are turned over to the Board within one (1) week of the official turnover date of May 1st. Documents pertaining to the private organizations are not the property of the individual officers and may not be withheld or destroyed.

ARTICLE II ELECTIONS

Section 1. SPST Board elections will be held via secret ballot sent through email to all team members or at an end of season General Membership meeting no later than April 1st. The President will announce the nominations for candidates for the voting members of the board offices via email. Each family in good standing shall have one vote. A quorum is met if one more vote than half of eligible votes is returned.

Section 2. Terms of office are from 1 May to 30 April. Should a vacancy occur on the SPST Board from the voting member positions, the President may appoint an individual to fill the vacancy, subject to a confirmation vote at the next General Membership meeting.

Section 3. SPST Board elections will be announced with explanations of the position duties at General Membership meetings or via email at least one month prior to elections.

ARTICLE III MEETINGS AND MEMBERSHIP NUMBERS

Section 1. General Membership meetings should be held as necessary, not less than 2 per year. Meetings will normally be held within the Stuttgart military community and, when possible, members will be provided at least one week's notice by team web page, mail, telephone, personal e-mail or USAG-S newsletters.

Section 2. Minutes of meetings and approved financial statements will be submitted annually to the approving authority (currently USAG-Stuttgart, unit 30401, Attention Private Organization POC, APO AE 09107-0401) or as required by the approving authority. The financial statement should consist, as a minimum of a balance sheet, a profit and loss statement (income and expenses), fund equity statements, bank reconciliation, and the annual audit results. The President will sign the minutes.

Section 3. Upon change of officers, a list with names with CMR address, private telephone number, and private non-DoD email address of all officers will be forwarded to the approving authority.

Section 4. Meetings of the SPST Board will be held at the call of the President or when requested by two or more members of the Board. The President may call emergency meetings provided that three days' telephone notice, or email requesting an RSVP is provided. A majority of board members must be present to take a vote unless written proxies are provided to the President. Except as otherwise provided in the Bylaws, Robert's Rules of Order shall govern the conduct of meetings.

Section 5. Current membership numbers must be provided to the Approving authority annually and when requesting renewal of operating approval. Total numbers of U.S. Military ID Card holders and other members must be identified separately, and the ratio of ID card holders to non-ID card holders provided.

Section 6. Suspension or Revocation of Membership

The SPST Board reserves the right to revoke or suspend a swimmer's or their parent or guardian's membership to the SPST should their behavior or conduct warrant such action. Timelines for revocation or banning of membership rests solely on the SPST Board decision and will be voted on a case-by-case basis. Appeals of suspension, banning or revocation of membership will be taken up at a special SPST Board meeting upon request of the swimmer's parents or the parent (in the case of parental suspension, banning or revocation of membership).

ARTICLE IV SPECIAL COMMITTEES

Section 1. Special Committees may be created and abolished by the SPST Board by simple majority vote without modification to these bylaws.

ARTICLE V EXPENDITURES

Section 1. Expenditures will be limited to those required to support the activities listed in the Constitution, these Bylaws, or as specifically approved by the SPST Board provided that said expenditures are in accordance with the purpose of the organization as set forth in Article III of the Constitution.

Section 2. The SPST Board will approve all expenditures unless specifically authorized in the Bylaws. The SPST will not use petty cash.

Section 3. The Treasurer is authorized to pay host nation pool fees and coaches' salaries incurred for practices and swim meets without further authorization from the SPST Board or the General Membership. These expenditures will be reported to the SPST Board at the first Board meeting after the disbursement.

Section 4. The Team Equipment Manager is authorized an operating budget by the Board and will provide the board an inventory of stock in August, November and at the end of the season. Expenditures will be reported to the Treasurer and original receipts provided to the Treasurer.

Section 5. The President is authorized to give approval to the Treasurer to pay miscellaneous expenditures not to exceed \$100.00/100.00 Euros. In emergency circumstances, the President may authorize expenses over \$100.00/100.00 Euros; however, approval will be obtained from the Board at the earliest opportunity.

Section 6. The outgoing SPST Board will ensure that enough funds remain in the treasury so that the new Board is not faced with immediate fundraising requirements. This amount should ensure the team can operate for at least two months based on average monthly expenditures during the preceding season.

ARTICLE VI INCOME

Section 1. Team income will be derived from fundraising events, donations from other organizations or individuals, and membership dues.

Section 2. Membership dues as described in the Parent Contract must be up to date for swimmers to be eligible for swim meets or receipt of awards.

Section 3. Dues and donations will be used for operating and maintaining the SPST and paying for the annual costs. Proceeds from fundraising will be used to assist as required.

Section 4. In the event of a permanent change of station, a prorated refund of membership dues shall be considered and voted upon by the SPST Board upon submission of supporting documentation by the team member.

ARTICLE VII FINANCIAL CONTROL

Section 1. Accounting records will reflect the assets, liabilities, net worth and financial transactions of the organization. Standard Operating Procedures (SOP) describing the accounting system used by the organization will be prepared and maintained in a permanent file for reference and inspection purposes.

Section 2. Financial statements will be prepared every quarter and presented to the SPST Board for review and comment. Financial statements will be in accordance with USAREUR Regulation 210-1. A copy of the annual audit and the latest approved financial statement, signed by the President and the Treasurer, will be forwarded to the approving authority annually. The financial statement should consist of, at a minimum, the balance sheet, a profit and loss statement (income and profit) and fund equity statement/bank reconciliation.

Section 3. SPST will use a single-entry accounting system to maintain our financial records.

ARTICLE VIII BONDING

Section 1. In accordance with AER 210-22, Section II, 4(c) (4), the SPST will purchase fidelity bonding. The bonding insurance will be purchased from a commercial firm, procured at organization expense, in an amount sufficient to provide full protection of assets.

Section 2. Copies of the current insurance will be submitted to the approving authority.

ARTICLE IX LIABILITY INSURANCE

Section 1. Pursuant to AR 210-22, paragraph 3-2, SPST will purchase adequate insurance protection against liability claims, property damage claims, or other legal actions arising from SPST activities, one or more of the team members acting on its behalf, or the operation of any equipment, apparatus, or device under the control and responsibility of the SPST.

Section 2. IAW AR210-22, Sec II, Para c (4), proof of the current liability insurance will be submitted to the approval authority. This insurance will be obtained from a commercial firm at the SPST's expense.

ARTICLE X AUDIT

Section 1. Auditors contracted for by the SPST must comply with audit procedures and requirements IAW AR 210-22 and AER 210-22.

Section 2. SPST will use a single-entry accounting system to maintain team financial records and engages in fundraising events to support team activities.

Section 3. Accounting records will be audited once every two years or upon change of Treasurer by an appointed committee of SPST members who hold no office, or by a qualified auditor hired at SPST expense for that purpose when annual total combined deposits are in excess of \$100,000. The auditor must meet the qualifications in accordance with AER 210-22. The audit will include at least the following:

- A. A thorough check to ensure that all transactions are recorded and properly documented (i.e., audit trail established) and account concurrently posted.
- B. Inventory of organization owned property.
- C. Verification that financial statements are accurate and are issued as required for review by the SPST Board.
- D. A cash count of all cash on hand, reconciliation of bank statements, check of accounts receivable and reconciliation of accounts payable and other liabilities.
- E. A review of the PO's Financial Standard Operating Procedure.
- F. The auditor will furnish the President a written report on audit results.
- G. A copy of the audit report will be furnished to the approving authority annually as part of the annual financial report and for renewal of operating approval.
- H. If required, a report of corrective action taken will be forwarded to the approving authority within 30 days of the receipt of the audit.
- I. The SPST will retain audit reports and financial records for at least 4 years after audit completion.

Section 4. The committee or auditor will furnish the SPST President and the approval authority with a written report on the audit results. Copies of the audit reports will be submitted to the approval authority at the time of private organization renewal.

Section 5. A corrective action reply, if needed, will be forwarded to the approval authority within 30 days after receipt of the audit by the organization's President.

Section 6. The SPST will retain audit reports and financial records for at least four years.

Section 7. The organization will, when required, submit tax returns and other documentation to the host nation tax agency in accordance with AR 210-22, paragraph 3-4d.

ARTICLE XI DONATIONS/WELFARE CONTRIBUTIONS

The SPST does not provide donations or welfare contributions in the normal course of business. If donations or welfare contributions are made, a listing of all such items made throughout the organizational year must be prepared and forwarded to the Approving authority annually, together with the annual audit report. The list should contain the name of the recipient organization, purpose of the donation, date donation was made, and dollar amount.

ARTICLE XII ON POST/BASE RESALE AND FUNDRAISING ACTIVITIES

Section 1. The SPST will not engage in any fundraising or donation drive type of activities without approval prior written approval from the approval authority or their designee. The

written approval from the approval authority will be posted at the fundraising site during any fundraising activity.

Section 2. A letter requesting permission to conduct a fundraising event will be forwarded through the Fundraising Coordinator to the Private Organization coordinator approving authority at least 30 days prior to the event. If fundraising or donation drive type of events take place within the immediate vicinity of garrison facilities, such as the Exchange or Commissary, the SPST point of contact will obtain written permission of the according facility manager. If any ticket sales or advertising on base is required, the fundraiser request must be submitted at least 30 days prior to the date that the ticket sales or advertising is about to begin.

Section 3. In accordance with AE 210-22, paragraph 3-1d, the SPST will not engage in the distribution or sale of alcoholic beverages at any time and thus, no alcohol will be part of any SPST meeting, fundraiser or activity.

Section 4. This organization will limit its fundraising to individuals with SOFA status, and it will not solicit or accept money from host nation (HN) citizens or other individuals not authorized SOFA status or individual logistical support (ILS) under USAEUR Regulation 600- 700. If this association has host nation (HN) members, it can request an exception to policy through the Garrison Commander to allow those HN members to participate.

Section 5. The SPST will specify risk management procedures when planning and carrying out activities for their organization to ensure the safety of all participants.

Section 6. The organization will make a statement as to how duty time will be accounted for on those days that are not official or training holidays or weekends.

ARTICLE XIII COACHING STAFF

The SPST is not a United States employer within the meaning of the United States Employment Tax Regulation.

Section I. Hiring a Head Coach

The SPST Board will recruit a Head Coach who meets the SPST, EFSL and team coaching guidelines as listed in Appendix 4. The Board reserves the right to interview prospective

candidates including current coaches that may apply for the vacant Head Coaching position. Reimbursement will be determined by the SPST Board based upon the qualifications of the individual(s) concerned and the annual budget. The SPST Board is empowered to terminate coaches should performance or conduct be found inadequate or not in keeping with the purpose and goals of the SPST.

Section 2. The Head Coach

- A. The Head Coach should be certified by the National Coaching Association or should agree to pursue such certification as a condition of accepting the post of Head Coach.
- B. Works with the SPST Board to recruit, train, supervise, and remunerate Assistant Coaches as required.
- C. Leads and responsible for the entire competitive swim program including developing workouts for the team.
- D. Schedules, organizes and conducts swim training and team practices.
- E. Coaches' swimmers, supervises practices and meets and provides constructive criticism after each race.
- F. Works with the Coaching staff and Statistician to keep parents up to date on their child(ren)'s progress.
- G. Makes decisions concerning which events swimmers will be assigned during each meet and has responsibility for building relay teams.
- H. Advises the SPST Board regarding team matters including the level of parental assistance required or desired for practice and training sessions.
- I. Makes requests to the SPST Board for equipment and any other needs to run an effective swim program.
- J. Submits recommendations for the Stuttgart High School Lettering Program to the SPST Board in coordination with the High School Liaison based on the DODEA-Europe & EFSL MOU, team requirements, and the high school's lettering standards. Will solicit advice from the High School Liaison regarding team captain selection.
- K. Provides copies of all documents listed in Appendix 4 of these Bylaws to the SPST Secretary.

Section 3. Assistant Coaches will assist the Head Coach in the performance of his/her duties consistent with their experience.

Section 4. Qualifications and duties of Coaching Staff. All members of the Coaching Staff will comply with SPST Certification requirements as found in Appendix 5.

ARTICLE XIV BIENNIAL REVISION AND RENEWAL

Section I. The Constitution and Bylaws shall be reviewed at least every two years. The request for biennial private organization renewal will include any major changes in the private organization or Constitution and Bylaws, agreement, charter, etc., as directed by the U.S. Army Garrison Stuttgart Private Organizations Policies and Procedures Handbook.

Section 2. The documents required by the Garrison's handbook will be forwarded through the President to the approving authority to arrive not later than 90 days before the operating approval

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of the organization expires. If revalidation is not obtained, the current permit to operate automatically expires two years from the date for the last approval.

ARTICLE XV RESCISSION

Section 1. The Constitution and Bylaws shall be effective immediately after approval by the SPST and upon subsequent written approval by the approval authority.

Section 2. Upon approval of the Constitution and Bylaws, the previously published Constitution and Bylaws are rescinded.

ARTICLE XVI RESTRICTIONS

Section 1. There is no official relationship between SPST activities, official duties, and responsibilities of Department of Defense (DoD) personnel who are SPST members or participants.

Section 2. All of this organization's functions and expenditures must be authorized by the SPST Constitution and Bylaws. Only this organization will choose its specific functions and expenditures. DoD personnel acting in an official capacity will not influence choices.

Section 3. The SPST was not created, operated or administered by DoD personnel acting in an official capacity or on behalf of an official purpose to evade restrictions on expenditures of appropriated and/or non-appropriated funds.

Section 4. SPST will not use or include in its title, logo, letterhead, name, seal, or acronym "DoD" or the name, abbreviation or seal of any military department or service. No member of or participant in the organization's activities will use their military or DoD title, logo, letterhead, name, seal or acronym in any manner in connection with this organization's activities.

ARTICLE XVII RATIFICATION

These By-laws were approved by a majority vote of the General Membership of the Stuttgart Piranhas Swim Team on 31 March 2022.



Susanne A. Galvin
President



Barbara Taylor
Secretary

APPENDIX I SECRETARY RECORD ARCHIVES

The Secretary will maintain the following SPST files:

USAG-Stuttgart Private Organization Policies and Procedural Handbook Current
Stuttgart Piranhas Swim Team Parents' Club Constitution and Bylaws Signed
copies of all Board Meeting Minutes for two years
Signed copies of all General Membership Meeting Minutes for two years Utilize
TeamUnify to disseminate and maintain official correspondence Copies of the
insurance policy
Pool contracts, if available
Current team roster and contact information in TeamUnify for one year

Copies of the Following information provided by the Head Coach:
Statement of Credentials, if available
Completed background check
Completed First Aid and CPR certificates
Coaches' contracts

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APPENDIX2 TREASURER'S RECORDS

The Treasurer will maintain the following SPST files: Bond

papers

Copies of insurance policies

Copies of pool contracts, if available Copies
of audits

Bank statements

Copy of Treasurer's reports to the SPST Board Original
invoices and receipts

Records of receipts and expenditures Billing
records for each family

All other financial documents and audits as required

APPENDIX 3
REGISTRAR - TEAM MEMBER REQUIRED RECORDS

The Registrar of the SPST will maintain the following:

Complete registration package as determined by SPST Board.

Current phone and email roster of SPST members, with provisions for access at all meets, both home and away

List of all swimmers and their respective schools List
of interested applicants

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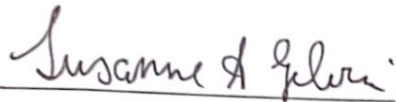
APPENDIX4 SPST COACHING CERTIFICATION REQUIREMENTS

The Head Coach and Assistant Coaches will provide, and the Secretary of the SPST will maintain copies of the following credentials:

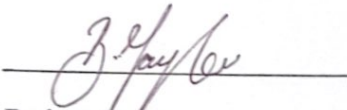
- Statement of Credentials (if available)
- Completed USAG-S Volunteer Background Check Completed
- First Aid and CPR
- Completed EFSL Coaching Clinic (Head Coach)
- Head Coaches Contract and any other coaching contracts
- Additional documents required by the Head Coach and approved by the President

RATIFICATION of APPENDIXES

The Appendixes were approved by majority vote of the members in good standing of the Stuttgart Piranhas Swim Team on 31 March 2022.



Susanne A. Galvin
President, SPST



Barbara Taylor
Secretary, SPST