

EUROPEAN FORCES SWIM LEAGUE

BYLAWS

Proposed April 2018

Article 1 - GOVERNANCE

101.1 Name

The name of this league will be the "European Forces Swim League," hereafter known as the "EFSL."

101.2 Purpose

Each team participating in the EFSL will incur the responsibility of promoting competitive swimming and at all times the demeanour shall be that of fairness and sportsmanship.

101.3 EFSL Governance

.1 EFSL League Council. The broad governing body of the EFSL shall be referred to as the League Council. The League Council shall be composed of the Presidents of each EFSL team and the members of the Executive Board.

- A Each team President will represent their team with one vote when present at league meetings. The singular vote of each team shall remain with the same person for the entire meeting.
- B Each Executive Board member will also have one vote at league meetings.
- C The usual method for taking a vote at the League Council Meeting will be by show of hands.
- D Electronic mail voting is allowed, and each team President and Executive Board member shall have the ability to vote on a matter within the time allowed for voting.
 - (1) In the event of an electronic mail vote "silent procedure" applies. For electronic mail vote the subject to be voted on must be formulated that way, that the vote should be a clear "YES" or "NO".
 - (2) In case a team is not responding, the vote will be counted as "YES" (silent procedure).
- E In the event of a tie vote, the EFSL President shall cast the deciding vote.
- F Should such authority cease to exist due to unforeseen circumstances, no action subsequently taken shall be binding upon this league until a new League Council, duly authorized, is established.

.2 EFSL Executive Board. The daily operations of the EFSL shall be carried out by the Executive Board.

- A Each member of the Executive Board will have one vote.
- B The EFSL President will cast the deciding vote in the case of a tie.

C Actions taken by the Executive Board will be made public to the League Council through the publication of Executive Board Minutes and annual reports at the League Council meeting.

101.4 EFSL Executive Board Officers

.1 EFSL President

- A The EFSL President can be elected from any team. The EFSL President will be elected at the EFSL League Council Meeting. Nominations may be received from any team or directly from a current individual EFSL member (self-nomination).
- B The League Council elects the EFSL President for a term of 2 years with the possibility of the re-election for a second term.
- C The EFSL President shall be responsible for all administrative, fiscal and legal matters.
- D The President will attend the Championship seeding meeting.
- E The EFSL President will organize one (1) annual League Council/Leadership meeting as well as the annual championship meet Seeding meeting.

.2 EFSL Vice-President

- A The EFSL Vice-President shall be chosen from the member roster of the EFSL swim team that is organizing the Individual Championship Meet for that season. The League Council shall establish an Individual Championship Meet Host rotation list that will be updated annually.
- B It is the responsibility of the team that is first in the rotation for the EFSL Individual Champs organizing team to provide an individual to act as EFSL Vice-President.
- C The Vice-President shall attend the annual Seeding Meeting.
- D The Vice-President will perform all the President's duties upon his/her absence.

.3 EFSL Secretary

- A The EFSL Secretary shall be appointed by the League President and confirmed by the League Council and shall be responsible for recording the minutes of any official league meeting, maintaining and reviewing League documents, and coordinating with the Private Organization Office for biannual renewal of the EFSL in accordance with Air Force Instruction 34-223.
- B The Secretary may come from any team in the EFSL; however, if there are no volunteers for this position, the EFSL President's team shall provide an individual to perform the duties of Secretary. The Secretary shall execute authority and delegate responsibility, as they deem necessary
- C The Secretary is responsible for creating and maintaining the roster of Executive Board and League Council members and for sharing this information with all EFSL member teams.
- D The Secretary shall disseminate information received from the Hosting teams for the Long Distance and Individual Championship Meets as well

101.4 EFSL Executive Board Officers (Cont.)

.3 EFSL Secretary (cont.)

- D as the various training clinics, seeding meetings and League Council Meetings held throughout the season.
- E The Secretary shall attend the Championship seeding meeting.
- F The Secretary is responsible for fostering executive board and interleague communication through selected channels such as a league website, email and social media pages that are available to all League Council members.

.4 EFSL Treasurer

- A The EFSL Treasurer shall be appointed by the League President and confirmed by the League Council, and is responsible for ensuring all financial records, reports, debts, and requirements are maintained, submitted, and resolved in accordance with current regulations.
- B The Treasurer may come from any team in the EFSL; however, if there are no volunteers, the team with the principal office shall provide an individual to perform these duties. The Treasurer shall execute authority and delegate responsibility, as they deem necessary.
- C The Treasurer works closely with the Secretary, and is responsible for the ordering, tracking, and payment for seasonal and championship ribbons and mementos. At present these items include:
 - (1) Seasonal Meet ribbons (1st - 5th place),
 - (2) Record Breaker Patches,
 - (3) Long Distance and Individual Championship medals (1st - 6th place for Individual events; 1st - 3rd place for Relay events),
 - (4) Long Distance and Individual Championship ribbons (7th - 16th place for individual events),
 - (5) Long Distance and Individual Championship bag tags and patches. In the event that hosting teams choose to coordinate the design and ordering of these items, the individual will work in conjunction with the Treasurer to ensure costs are appropriately managed.
 - (6) At the end of the season, the Treasurer works with the Secretary to inventory excess ribbons from each team and order sufficient quantities for the upcoming season.
- D The Treasurer orders awards and trophies for the League which are presented at the conclusion of Individual Championships (Divisional awards are presented at conclusion of Divisional meets). At present these items include;
 - (1) Divisional Team Champion (4),
 - (2) High Point Winner (16),
 - (3) Pentathlon winner (16).
- E The Treasurer prepares and submits annual invoices to EFSL Team Presidents and Treasurers for Annual Team and Swimmer fees, Long Distance Championship Splash Fees, and Individual Championship Splash Fees upon validation by Presidents of total swimmers on their team. Splash Fee invoices will be sent following finalization of Seeding meeting. The expectation is for invoices to be paid within 30 days of receipt.

101.4 EFSL Executive Board Officers (Cont.)

.4 EFSL Treasurer (cont.)

- F The Treasurer is responsible for submitting payment for invoices on insurance, pool rentals, and pertinent fees and costs associated with Long Distance and Individual Championships. These invoices are coordinated with the hosting team.
- G The Treasurer maintains financial records and reconciliations on all income and expense accounts. These include monthly U.S. Dollar and Euro accounts through Community Bank, simple Excel Register, monthly register in accordance with Air Force Instruction (34-223) Private Organizations Program, and financial software programs as desired (currently Quicken).
- H Quarterly financial reports and annual financial reports are submitted electronically to the Private Organizations Office.
- I The Treasurer shall attend the Championship seeding meeting.
- J The Treasurer provides a full financial report to the League Council annually, and updates as requested.

.5 EFSL Statistician

- A The EFSL Statistician shall be appointed by the League President, and confirmed by the League Council.
- B The Statistician shall keep all relevant statistics and shall maintain up-to-date League standings and records.
- C The Statistician will identify all EFSL Record Breaker Swimmers and coordinate the ordering of Record Breaker patches with the Treasurer.
- D The Statistician shall evaluate swimming software products, and verify that the EFSL is up to date on the necessary software.
- E The Statistician shall attend and conduct the necessary championship seeding meetings to be attended by the President, Vice-President, Treasurer and Secretary. Substitutions can be made if needed.
- F The Statistician shall organize annual training clinics for team statisticians.
- G If a Division cannot attend this clinic and the need for an additional clinic arises, the Division has to reimburse the additional expenses to the EFSL.

.6 EFSL Head Coach

- A The League Head coach shall be appointed by the EFSL President and confirmed by the League Council at the annual meeting for a one-year term with the possibility of re-appointment and confirmation.
- B The EFSL Head Coach shall evaluate and recommend common training standards to be used within the League and shall coordinate/conduct the annual coaches' clinic(s).
- C **The goal of the EFSL is to have all League coaches ASCA or equivalent certified to at least level 2.**
- D EFSL Head Coach provides one (1) clinic for coaches. The date of this clinic shall not interfere with the official's clinic.

101.4 EFSL Executive Board Officers (Cont.)

.7 EFSL Head Official

- A The EFSL Head Official shall be elected at the Technical meeting for a two-year term with the possibility of re-election.
- B The League Head Official will appoint Division Head Officials.
- C The Head Official shall develop, standardize, disseminate and evaluate official's training to be used within the EFSL to ensure that a common standard is maintained throughout the league, to include the sending out and reviewing officials' certification tests.
- D The Head Official, with the aid of their Division Head Officials, shall coordinate annual officials' clinics to be administered by EFSL certified referees.
- E The Head Official will maintain a current list of accredited EFSL officials and coordinate officials for EFSL championship meets.
- F The Head Official has the authority to make decisions in case of disputes over technical issues.

.8 Additional Officers and Executive Board Vacancies

- A Additional Executive Board offices may be created and filled at any time by the League Council as the need arises.
- B It may arise that certain positions will be unfilled. In this situation, the Executive Board will continue to operate but at no time may be comprised of no less than four people.
- C If a position is vacant, the Executive Board will attempt to cover the duties assigned to that vacant office while not neglecting their own duties.

101.5 Conduct of League Council Meetings

- .1 A quorum must be present before any act or decision by the League Council is binding and official. However, the League President may elect to put league business out to the league via electronic mail and conduct a vote, if necessary, via electronic mail.
- .2 A quorum shall exist when a minimum of 2/3^{rds} of the teams in the League are represented (either in person or via electronic mail). Each team shall have a single vote as explained in paragraph 101.3.1(A).
- .3 A minimum of fourteen (14) days notice is required prior to the convening of a meeting of the League Council. Publication of the agenda items must be issued at or prior to this time.
- .4 Teams may submit an item for the agenda but will also be subject to this fourteen (14) day notice requirement for voting.
- .5 A minimum of fourteen (14) days notice is also required when conducting business via the internet/electronic mail to allow teams to review/discuss proposals.
- .6 If a vote is taken in person or electronically that was not published fourteen (14) days prior to the vote, teams will have up to fourteen (14) days (from the date the proposal was published) to change their vote and inform the EFSL President in writing.

101.5 Conduct of League Council Meetings (Cont.)

- .7 Voting results will be supervised, tallied and published by the Executive Board.
- .8 Once a vote changing the Constitution, By-laws or Meet Annex has been taken by the League Council or the Technical committee, that vote must remain in effect for two (2) years from the date of the original vote.

101.6 EFSL Committees

- .1 League committees shall be either permanent or temporary. The permanent committees shall be known as "standing;" all others "temporary."
 - A Temporary Committees and chairpersons may be selected and appointed by the League Council as the need arises without prior consultation or approval of the EFSL President.
 - B Standing Committee chairpersons shall be selected and appointed by the EFSL President and confirmed by the League Council as stated above. The standing committee chairpersons may choose to create sub-committees, and may select their own sub-committee members.
- .2 Technical Committee
 - A Shall be led by the EFSL Statistician, EFSL Head Official, and EFSL Head Coach in addition to one technical representative from each team. Only one member from each team will have a contributing function and vote.
 - B If a committee member is unable to attend a Technical Committee meeting, a replacement may be sent with prior approval by the EFSL President.
 - C Each team's President may also be present and if not representing in technical official status cannot contribute to the direct discussion.
 - D The EFSL Executive Board may invite other technical experts from or outside the League at their discretion, however, only committee members may cast a vote.
 - E The Technical Committee shall meet the same weekend as the Annual League Counsel/Leadership meeting, to discuss and vote on technical issues for the League.
 - F A voting quorum shall exist when a minimum of 2/3^{rds} of the teams in the League are represented (either in person or via electronic mail).
 - G The vote will be binding to the League. Representatives from 3 out of 4 of the divisions must be in attendance to make a vote binding.
- .3 Officiating Committee
 - A Shall be led by the EFSL Head Official. The head officials for each Division shall be members of the committee.
 - B Shall meet when necessary to discuss, standardize and vote on officiating issues for the EFSL.
- .4 Once a vote has been taken by the League Council, Technical Committee or Officiating Committee, that vote must remain in the Bylaws for 2 years from the date of the original vote.

101.7 Change/Removal of Executive Board Officers

- .1 Impeachment or removal of any appointed or elected officer of the league requires the **two-thirds (2/3) decision** of voting members of the League Council. Such a decision shall take place at a time that is simultaneous with the desire to institute such action.
- .2 Any appointed or elected office vacated by reason of resignation, removal, death or lack of enthusiasm shall be filled immediately by the League Council or EFSL President in accordance with the procedures found in this document for selecting and appointing officers.

101.8 Amendments to these By-Laws

These Bylaws and its annexes are reviewed and/or updated biannually IAW current AFI governing Private Organizations. These By-Laws may be amended or repealed in accordance with the rules of notice contained in this document. If any amendment does not meet the notice requirements, each team shall have a minimum of thirty (30) days after the vote to make written objections to any amendment adopted. All such objections shall be distributed by the EFSL President prior to a final vote on adoption of the bylaws. Once approved, the updated bylaws will be submitted to the governing Private Organization Office for review and approval.

BYLAWS

Article 2 - MEMBERSHIP ELIGIBILITY CRITERIA

The intent of the League is to provide a structured forum for competitive swimming for the children of military personnel and Government employees living and working outside their home country **while encouraging interaction with host nation families**. Military forces, government employees, and non-international schools of the host country may not sponsor an EFSL team. It is the League's specific intent to include swimmers from diplomatic missions as well as our historically affiliated teams; however, they must meet individual eligibility criteria. An EFSL team must contain only swimmers that meet the membership requirements in paragraph 102.2.

102.1 EFSL Team Membership Criteria

- .1 Teams must be sanctioned by one of the following;
 - A a component of a military force serving outside their home country (hereafter referred to as the guest country) as approved by the local commander.
 - B a combined military headquarters
 - C the embassy from a guest country
 - D an internationally **oriented** school that contains students of military or government service persons living and employed outside of their home country **or is historically affiliated with the EFSL**.
- .2 Teams must pay all EFSL dues, invoices and fees within **15** days of receipt of invoice.
- .3 Teams will provide an inventory of their ribbons and medals in stock at the end of the swimming season, and submit said inventory to the the Secretary no later than the League Council Meeting.

- .4 Teams should, if possible, submit their hosting calendar to the EFSL Statistician or Secretary no later than the League Council meeting.
- .5 Teams are required to provide representation at all meetings of the League Council.
- .6 Teams should attend the EFSL Divisionals, Long-Distance and Individual Championships
- .7 Teams must participate fully (attend and host if possible) in the League's regular meet schedule.
- .8 Some teams in the EFSL may be granted a "Geographic Waiver" for regular season meets due to the fact that their location is remote and travel to meets is very difficult/expensive for the families of the swimmers. Certain by-laws are modified with exceptions for teams with "Geographic Waivers". The following EFSL teams are granted a "Geographic Waiver": Lisbon, Rota, Naples, Sigonella, and Lakenheath.
- .9 Teams must not swim within two leagues (e.g. Dutch national and EFSL) at the same time.

102.2 EFSL Provisional Teams

- .1 A new team may be accepted on a provisional basis, subject to annual review by the Executive Board and the League Council.
- .2 Teams granted Provisional status must:
 - A Must pay 75% of all EFSL dues;
 - B Must provide representation at all meetings of the League Council (provisional teams are entitled to a vote);
 - C Must participate in a minimum of 3 scheduled regular season EFSL meets;
 - D Should attend the EFSL Divisionals, Long Distance and Individual Championships; and
 - E May be voted in as a permanent member of the EFSL by the League Council after two years on provisional status.

102.2 EFSL Individual Membership

- .1 EFSL Membership is open to parents and guardians of amateur swimmers that meet the following requirements;
 - A Between the ages of 6 and 19 to include age 19.
 - B Must be one of the following;
 - (1) Dependents of military persons living and working outside of their home country;
 - (2) Dependents of government employees who are living and assigned to positions outside of their home country;
 - (3) Dependents of persons employed by the military or the government organization sponsoring the team and not a resident of the host nation (This includes children of government contractors);
 - (4) Dependents attending a DOD, DND or a recognized equivalent school sponsored by a guest country;
 - (5) Dependents of persons assigned in NATO positions including those of the host nation;

- (6) Dependents attending a school that is historically affiliated with the EFSL or a member team, including children that are residents of the host nation as long as they meet the EFSL membership requirements as well as those of the individual EFSL team.
 - (7) Children of host nation families can be participants, on a limited basis, to provide swimmers in the same community the opportunity to compete on the same team while respecting the objectives and philosophy of the EFSL. Host nation swimmers must meet all other eligibility criteria. Teams should ensure these families are able and willing to participate fully as an EFSL swimmer. (Note: Teams that elect to have host nation swimmers on their teams must submit team rosters identifying host nation swimmers for Executive Board validation. This demographic information shall be available to League Council members.)
 - (8) Individual membership cases which do not meet the above criteria may be presented to the League Council for approval. The EFSL President may grant interim approval.
- .2 Teams can accept or deny families at their own discretion in accordance with their constitution and by-laws.
 - .3 Re-locating EFSL Swimmers during the Swim Season - Upon relocation a swimmer that is already a member of an EFSL team gains new affiliation immediately from the gaining team. Relocated swimmers are responsible for meeting the financial requirements with the losing and gaining teams.
 - .4 If a swimmer that meets the above individual membership criteria is living in a military community without EFSL representation, the swimmer can request to swim with the EFSL team nearest that community if they can reasonably practice with that team. It is up to the hosting EFSL team to determine what is a reasonable practice requirement.
 - .5 Team presidents are to send a statement with the first official roster stating, "I certify that the swimmers listed on this roster are eligible to compete in the EFSL per the requirements listed in the EFSL Bylaws."
 - .6 Team Rosters and Eligibility Statements must be scanned and emailed to the EFSL President and the EFSL Statistician by the submission date set by the League Council.

102.3 Unattached Swimmers

- .1 Swimmers may affiliate with the EFSL on an individual basis, but based upon the following criteria;
 - A Dependents that are living and working in Military communities that are not served by a host nation swim team.
 - B Dependents that meet the individual membership requirement rules of these Bylaws (102.2) that are geographically unable to participate in an EFSL swim team would be able to participate and place in EFSL swim meets and championship meets on an individual basis. They would not be able to score points for any EFSL team. Any relay in which they participate as an individual or a group must be an exhibition relay.

- .2 These unattached swimmers must pay dues directly to the EFSL, to be determined by the EFSL Treasurer and the Executive Board. They will also be required to pay splash fees to host teams of \$10 per swimmer, per event.

102.3 Unattached Swimmers (Cont.)

- .3 These unattached swimmers will be entered into Meet Manager or the current EFSL software program by the EFSL Head Statistician.

BYLAWS

Article 3 - GENERAL EFSL REGULATIONS

103.1 EFSL ACTIVITIES

- .1 Division Responsibilities. The EFSL is divided into four (4) Divisions; Benelux, Rheinland, Southern and Tyrolian.
 - A Each Division will create a equitable system of hosting for the individual Division meet that is acceptable to all member teams of that Division.
 - B The Executive Board through their respective Officers will appoint a Head Statistician and a Head Official for each Division.
- .2 Long Distance Championships. An Individual Age-Group Long Distance Championship (LD CHAMPS) is traditionally held in the late autumn.
 - A Divisions or Individual Teams will volunteer for and organize Long Distance Champs.
 - B Teams may work together to host.
 - C The League Council shall create a rotating list of hosting teams. The list shall be updated annually at the League Council Meeting.
 - D The Executive Board will aid the Hosting team by providing funding for the pool, water, ribbons, medals, patches and bag tags as well as reasonable travel expenses for the event for one member of the hosting team or Division who serves in the capacity as Coordinator.
 - E The Executive Board will coordinate the officials for the meet, assist with statistical support, send out necessary information to teams, collect associated fees, and pay the above referenced invoices associated with the event.
 - F The EFSL will collect Long Distance Championship splash fees from each team.
- .3 Short Distance Championships. An Individual Short Distance Championship Meet (SD CHAMPS) is traditionally held in early spring.
 - A Divisions or Individual Teams will volunteer for, and organize, Short Distance Champs.
 - B Teams may work together to host.
 - C The League Council shall create a rotating list of hosting teams. The list shall be updated annually at the League Council Meeting.
 - D The Hosting Team will provide a person to serve on the Executive Board for that season as Vice President.
 - E The Executive Board will aid the Hosting team by providing reasonable funding for the pool, water ribbons, medals, patches and bag tags for the weekend, as well as reasonable travel expenses for the Coordinator of the hosting team or Division that is serving as EFSL Vice-President. The

travel expenses must be submitted using a current EFSL Travel Reimbursement form.

- F The Executive Board will coordinate the officials, assist with statistical support, send out necessary information to teams, collect fees, and pay the above referenced invoices associated with the event.
- .4 Seeding Meeting. Shortly before the Short Distance Championship meet (SD CHAMPS), a meeting will occur among the Executive Board to “seed” the championship meet.
 - A Hosting teams are expected to cooperate with the Executive Board for the benefit of the entire league to ensure a successful seeding event.
 - B All teams will provide a Point Of Contact on call that weekend so that the Seeding Meeting/ Statistician can contact them with any questions or concerns.
- .5 Annual League Council Meeting. This meeting is held in late spring/early summer each year. The EFSL Executive Board (including outgoing Vice President), Team Presidents, Head Coaches, Division Head Statisticians and Division Head Officials are expected to attend whenever possible. The EFSL will pay only for the current EFSL Board Members to attend.
 - A Teams are encouraged to host this event on a rotating basis. While the event is organized by the EFSL President, logistical and social support from the local team is essential and beneficial for the entire EFSL.
 - B Every effort will be made by the EFSL President to rotate the meeting between northern and southern teams, as well centrally-located areas that offer affordable transportation.
 - C The League Council Meeting will determine:
 - .a The EFSL Meet schedule and calendar.
 - .b The date of the following year’s Championship meets.
 - .c The hosting rotation schedule for the next two years to allow Teams time to prepare for hosting obligations and secure pool locations.
 - .d Individual and Long Distance Championship qualifying times.
 - .e Rule on items raised in the agenda as well as proposed changes to EFSL League documents.

103.2 EFSL Hosting Guidelines

- .1 EFSL Teams have traditionally offered and received “hosting” from other EFSL Teams. This is done outside the scope and liability of the EFSL, and care must be taken to ensure the comfort and safety of traveling swimmers. The following guidelines are provided for EFSL member teams;
- .2 Each individual Team shall develop a team standard for hosting swimmers which should include;
 - A No tobacco or alcohol use by swimmers, both hosted and hosting.
 - B Establishment of a curfew/quiet time.
 - C Hosted swimmers shall NEVER be placed alone with a host family. A minimum of two swimmers must be housed together.
 - D Host teams and Visiting teams shall discuss expectations with regards to meals, transportation and adult supervision at the home.

103.3 Meet Scheduling and Rules

.1 Master Meet Schedule

- A Teams should be prepared to establish a hosting and visiting master meet schedule at the League Council Meeting.
- B The EFSL Statistician will create and distribute a tentative master calendar at the League Council Meeting.
- C The Statistician will distribute a master schedule by an announced deadline.
- D Once a meet is entered into the league schedule, it counts as a sanctioned meet, even if no other teams are in attendance. Normal rules (e.g. number of officials) apply.
- E After the league schedule is established, all proposed changes must be made in writing by the host team to the League President for approval and the League Statistician for information. Changes include the addition or deletion of an official meet, and the addition of another team or its swimmers, to an already scheduled meet.

.2 EFSL League Host/Visitor Guidelines

- A All teams, other than provisional teams, shall attempt to swim in at least six EFSL meets encompassing at least 50% of EFSL teams.
- B All teams shall attempt to swim a meet with all other teams at least once every three years.
- C **Teams shall attempt to visit every team in the EFSL at least once every 5 years.**

.3 EFSL Official Times. Official times for individual championship qualification purposes can only be obtained by a swimmer swimming for his team at an EFSL meet in which his team was officially scheduled. Exceptions may be requested in writing for approval from the EFSL President.

.4 Long Distance Championship Qualification Times. **Long distance times should be attained at an EFSL sanctioned meet (events offered as unscored at the end of the meet) or they can also be obtained during observed swimming at practice/time trials with one (1) qualified Stroke and Turn Official in attendance plus two watches for each swimmer.**

103.4 Sanctions for Non-Compliance and Failure to pay

- .1 Team results will not be authenticated for EFSL Standings if the roster deadline is not met (due dates for submitting a team roster will be announced at the League Council statistician's clinic).
- .2 Team results will not be authenticated for EFSL Standings if the results deadline is not met.
- .3 Teams not complying with paragraph 102.2 (Individual Memberships) will not be able to participate in championship meets and will lose their voting rights for one season.

- .4 Teams will not be able to host sanctioned meets if they did not attend the Statisticians and Officials Clinics unless a waiver is obtained from the EFSL President.
- .5 Non-Payment of Fees
 - A Membership dues shall be paid within 30 days of receipt of invoice. If deadline is not met, or failure to make arrangements for payment are not agreed, the team will be made inactive until payment is received.
 - B Splash Fees for Long Distance and Short Course Championships must be paid within 30 days of receipt of invoice. Failure to pay for seeding fees, or failure to make arrangements for payment, will result in an additional 10% fee of the original seeding fees.
 - C Should fees go unpaid, the team will be prohibited from participating in the next championship meet.

BYLAWS

Article 4 -ACCEPTANCE OF THE BYLAWS

104.1 Team Acceptance Statement

Team presidents are to sign and send the following statement, "I, (team president's name) have read and accept the EFSL Bylaws." to the League President, at the latest by the date of the first EFSL sanctioned meet the team is participating in.

BYLAWS

Article 5 -DISSOLUTION

105.1 Dissolution of the EFSL

- .1 The EFSL shall dissolve upon approval by a 75% majority vote in a League council meeting.
- .2 The EFSL shall dissolve when the League ceases to function and is incapable of self-sustainment.

105.2 EFSL Funds. In case of dissolution of the organization, funds in the treasury at the time will be used to satisfy any outstanding debts, liabilities, or obligations. The balance of these assets will be relinquished to MWA/MWR for disposition, and used solely for youth activities.

Attachment 1 - Past EFSL Presidents

1975-1977 - COL Edward Gallardo (Heidelberg)
1977-1978 - LTC Donald Bolduc (Stuttgart)
1978-1979 - LTC John Lingo (SHAPE)
1979-1980 - LTC Wilson Sherrell (Berlin)
1980-1981 - MWO R. Keith Delmogo (Lahr)
1981-1982 - LTC Richard Black (Mannheim)
1982-1983 - MAJ Gary McDaniel (Hahn)
1983-1984 - COL Dan Munro (Kaiserslautern)
1984-1985 - MAJ Bill Burke (Munich)
1985-1986 - COL Dan Munro (Kaiserslautern)
1986-1987 - Mr. Dick Mucker (Stuttgart)
1987-1988 - Ms. Karen Fuller (Augsburg)
1988-1989 - MAJ Jeb Baker (Heidelberg)
1989-1990 - LTC David Draker (Heidelberg)
1990-1991 - COL Dave Bagget (Frankfurt)
1991-1992 - LTC Ron DeWitt (Geilenkirchen)
1992-1993 - MAJ David le Page (SHAPE)
1993-1994 - LTC Peter Daly (Wiesbaden)
1994-1996 - LTC Jeff Corvey (Kaiserslautern)
1996-1997 - Prof. Murray Fitzhugh (Vicenza)
1997-1998 - Mrs. Beth Hoeh (Hohenfels)
1998-1999 - Mr. Matt Seguin (Kaiserslautern)
1999-2000 - LTC Dave Nichols (Aviano)
2000-2001 - Mr. Rusty Bernstein (Heidelberg)
2001-2002 - Mr. Steve McKeag (SHAPE)
2002-2003 - Mr. Tony Carritt (Brussels)
2003-2004 - Maj Jim King (Kaiserslautern)
2004-2005 - CDR Bob McWhorter (SHAPE)
2005-2006 - LTC Traci Guariniello (Naples)
2006-2007 - Mr. Yves Aubuchon (Geilenkirchen)
2007-2012 - Mrs. Morag Davite (Brussels)
2012-2014 - Mr Tom Brown (Kaiserslautern)
2014-2015 - Mr. David Snodgrass (Naples)
2015- 2017 - Mr. Robert C. McDonough (Naples)
2017- Present - Mrs. Jamie Buckley (Sigonella)

Attachment 2 Champs Organizing Teams

SHORT DISTANCE CHAMPS

2008-2009 Berlin Bear-A-Cudas (Rhineland)
2009-2010 Lakenheath Barracudas (Benelux)
2010-2011 Eifel Sharks/Wiesbaden Wahoos (Tyrolian/Rhineland)
2011-2012 Stuttgart Piranhas (Rhineland)
2012-2013 Southern Division (Naples, Aviano, Sigonella, & Rota)- EINDHOVEN
2013-2014 Kaiserslautern Kingfish (Rhineland) - EINDHOVEN
2014-2015 SHAPE Seals(Benelux) EINDHOVEN
2015-2016 NATO Marlins (Benelux) - EINDHOVEN
2016-2017 Geilenkirchen Orcas (Benelux) - EINDHOVEN
2017-2018 Lakenheath Barracudas (Benelux) - LONDON AQUATIC CENTER
2018-2019 ESB Brussels Octopus (Benelux) - EINDHOVEN
2019-2020 Tyrolian
2020-2021
2021-20222008-2009
2009-2010
2010-2011
2011-2012
2012-2013 (Benelux) All - ANTWERP
2013-2014 (Benelux) All - ANTWERP
2014-2015 Hohenfels (Tyrolian) - LIGNANO
2015-2016 Vicenza (Southern) - LIGNANO
2016-2017 Stuttgart (Rhineland) - LIGNANO
2017-2018
2018-2019 (Benelux) Nato/Shape - BRUSSELS
2019-2020 (Rhineland) ?Wiesbaden (looking for partner)
2020-2021 (Tyrolian)
2021-2022

Attachment 3 DoDDs Memorandum



DEPARTMENT OF DEFENSE
EDUCATION ACTIVITY
OFFICE OF THE DIRECTOR, EUROPE
UNIT 29649, Box 7000
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MEMORANDUM OF UNDERSTANDING
BETWEEN
DEPARTMENT OF DEFENSE DEPENDENT'S SCHOOLS-EUROPE
AND
EUROPEAN FORCES SWIM LEAGUE

SUBJECT: Condition of Program Implementation of Awards, Media, and Student Standards for the European Forces Swim League Swimming Program

1. This memorandum of understanding (MOU) standardizes youth swimming programs procedures and support services between DoDDS-Europe and the European Forces Swim League (EFSL) and replaces MOU Conditions for Awarding DoDDS-Germany Students Athletic Letters for Swimming dated 9 March 1988.
2. DoDDS-Europe agrees to support and recognize athletic achievements of high school (HS) students who participate in the European Forces Swim League as follows:
 - a. Purchase and award 8-inch chenille letters for varsity and 6-inch chenille letters for junior varsity participants who are determined to be eligible according to DoDDS-E policies and EFSL requirements. The EFSL via local teams will provide the local high school with a student roster of swimmers eligible for the chenille letters.
 - b. Ensure swimmers are eligible by reviewing the team roster and ensure disciplinary actions are noted, and forward information to team presidents to take corrective action.
 - c. Provide opportunities for eligible students to purchase letter jackets through their respective schools.
 - d. Provide opportunities for eligible students to participate in the Varsity Letter Clubs.
 - e. Grant excused absences to participants of the EFSL program provided the meet schedule has been made available to the school prior to the start of the season and a list of participants who will be absent from school for any scheduled meet is provided at the minimum of one week prior to the absence.
 - f. Provide visibility / news media for students:

- i. Publish meet schedules, to include school marquees, school newsletters, and local papers.
 - ii. Announce meets and results of meets through school media based on Military Services operational procedures.
 - iii. Provide equal representation to display articles and pictures on the accomplishments of the swim team consistent with other high school team sports (i.e., bulletin boards).
 - iv. Permit EFSL team divisional championship banners to be hung at the school. The banner purchase will be the sole responsibility of the local EFSL team based on funding levels and/or through affiliated booster clubs.
 - v. Include swim team photos in the yearbooks.
 - g. Provide EFSL team coaches opportunities to attend coaches' credentialing, at no cost to DODDS-E. This may be made available through the local school athletic director.
 - h. The Athletic Director will serve as the liaison officer between the HS administration and the EFSL/local swim team.
 - i. DoDDS employees who are coaches or otherwise actively involved in the EFSL program are required to take Any Purpose Leave (APL) for trips or other absences related to the EFSL program.
 - j. DODDS-E will not provide Extra Duty Compensation for EFSL program coaches.
3. The European Forces Swim League organizations agree to support the conditions necessary to increase swimming visibility and to ensure varsity and junior varsity swimming letters are awarded IAW DODDS-E programmed requirements. The individual EFSL swim teams' Board of Directors (BOD) will:
 - a. Provide a list of swimming participants to the local school Principal or designee not more than two weeks after the first day of practice.
 - b. Provide the school administration with the meet schedule prior to the start of the season.
 - c. Provide an accurate list of swimming participants who will be absent to the school administration one week prior to the absence.

- d. Organize official practice sessions a minimum of two times per week for a minimum of 1.5 to 2 hours for each practice.
 - e. Monitor all eligibility requirements listed in this MOA. The following is a list of pertinent eligibility rules:
 - i. Students may only participate in one varsity sport per season.
 - ii. Students may not participate on a high school varsity or junior varsity team unless they are entered in the ninth grade of that school. However, a ninth grade student from a feeder/home school is eligible to participate for the high school varsity or junior varsity program.
 - iii. The swim season will commence each school year during the month of August. Grade enrollment will be determined for each student by using the grade each student is enrolled in at the beginning of the school year.
 - f. The EFSL is the governing body for this program.
4. To be eligible for a DoDDS varsity letter or junior varsity letter according to the published provisions and of DODDS-E and the EFSL, students must:
- a. Meet the DODDS-E academic and athletic eligibility standards and school regulations commencing on the first day of the season through the completion of the season.
 - b. Be recommended for a letter by the local swim team's BOD.
 - c. Adhere to appropriate "Code of Conduct" provided by the local swim team.
 - d. Maintain participation in practice 100 percent of the time with the exception of time lost to sickness, injury, or other unavoidable problems. This also applies to all scheduled meets. At minimum, teams must organize official practice sessions two times per week for a minimum of 1.5 to 2 hours for each practice.
 - e. Varsity Letters: Students must fulfill the following standards to earn a high school swimming Varsity letter:
 - i. Students must be enrolled in grades 9-12 on the first day of the season.
 - ii. The team must have competed in a minimum of 4 meets per season as described in the EFSL By-laws.
 - iii. An individual must either qualify for Individual Championships and earn at least one point from each column in Table A.

OR

Earn 60 points in any combination from Table A, with a minimum of 1 point in each column

- f. Junior Varsity Letters: To earn a high school swimming Junior Varsity letter, the following requirements must be met:
 - i. Students must be enrolled in grades 9-12 on the first day of the season.
 - ii. The team must have competed in a minimum of 4 meets per season as described in the EFSL By-laws..
 - iii. An individual must either qualify for Individual Championships and earn at least one point from each column in Table A.

OR

Earn 40 points in any combination from Table A, with a minimum of 1 point in each column

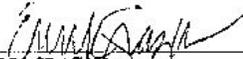
Note: High school seniors are not eligible for junior varsity letters.

- 5. The EFSL Individual Teams' Board of Directors will:
 - a. Monitor, through team representatives, fairness in granting high school letters.
 - b. Monitor eligibility of all swim team members by contacting the DoDDS high school Athletic Director as required, prior to the start of the season.
 - c. Coordinate transportation and pool facilities, special awards, and other minor expenses associated with conducting a swim program. All expenditures are linked to yearly funding levels and what is operational / affordable within the individual EFSL team constraints.
 - d. Develop schedules that minimize the loss of school time. Meets will be schedule on Saturdays and or Sundays. Schedules will be consistent with other DoDDS-E schedules with regard to loss of school time.
 - e. Recruit volunteer coaches and train volunteers in accordance with (IAW) current EFSL standards.
 - f. Ensure media information is provided to DODDS-Europe within a timely manner established locally with the DoDDS athletic director. This includes but does not limit information provided i.e., league schedules, meet results/highlights, etc.

- g. Utilize EFSL sanctioned referees and officials in accordance with the EFSL by laws.
- 6. Meet Standards for EFSL Sanctioned Meets:
 - a. Teams are allowed to wear local school colors and use high school names and mascots.
 - b. Rosters are determined by EFSL individual teams' Board of Directors.
 - c. Swimming Participation Rules: Determined by the guidelines within the EFSL by laws.
 - d. Season will run from August – February (inclusive of both fall and winter DoDDS sports seasons). The meet schedule will be constructed by the EFSL Team Membership at the annual scheduling meeting each May.
- 7. Local High School DODDS-E Athletic Directors and the local EFSL swim team will coordinate the following:
 - a. Determination of student eligibility for Varsity and Junior Varsity letters.
 - b. Use of school media resources to announce local meets to the student body and community to include but not limited to local school newspaper, Europe-wide media sources, marquees, and athletic bulletin boards.
 - c. Logistical support for housing, transportation, officials, or other requirements is the responsibility of the EFSL and its local teams.
 - d.



 NANCY C. BRESELL
 Director, DoDDS-Europe
8 October 2009
 (date)



 ERIN GRAZA
 European Forces Swim League
2 October 2009
 (date)