



NIFA

Constitution

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NIFA CONSTITUTION

- 1) The name of the Society is: *Native Indian Football Association of British Columbia*. Hereinafter referred to as the *Society*.
- 2) The purpose of the Society are:
 - a. To promote participation by aboriginal people in all sports, specifically soccer
 - b. To encourage and promote amateur games and exercise for the development of aboriginal soccer players and team officials.
 - c. To promote inter-community recreation and inter-tribal events.
 - d. To raise the level of performance standards of players to compete at Provincial, National, and International levels.
 - e. To develop leadership training programs and upgrading programs for aboriginal players, referees, team managers, and coaches.
 - f. To assist in the improvement of the quality of life in aboriginal communities.
 - g. To maximize accessibility for aboriginal people of all soccer opportunities, information, and resources.
 - h. To develop policy for the direction and/or implementation of soccer programs involving aboriginal people.
 - i. To encourage support, recognition and promotion of aboriginal players for outstanding achievements or in pursuit of academic careers.
 - j. To direct priority in the development of leadership at all levels.
 - k. To promote and encourage sportsmanship and friendship amongst all participants.
 - l. To acquire, establish and operate a center thus providing accessible and suitable facilities where:
 - i Meetings, information, guidance, and referral services will be provided
 - ii Training sessions, and skill enhancement programs
 - m. To acquire by way of grant, gift, purchase, bequest, devise or otherwise real and personal property and to sell exchange, mortgage, lease, let, improve or develop same and erect necessary building for the purpose of creating facilities necessary for the attainment of the Society's purpose.
 - n. To establish policies in accordance with the Society's Constitution and Bylaws for the management of the players, teams, coaches, managers, and executive members.
 - o. To receive, acquire, and hold gifts, donations, legacies, and devises.
 - p. To solicit or raise money for the aforesaid purposes.
 - q. To do all such things as may from time be deemed appropriate to the attainment of the Society's purposes.

NIFA BYLAWS

PART I - INTERPRETATION

- 1) In these bylaws, unless the context otherwise requires:
 - a. "DIRECTORS" mean the Board of Directors of the society for the time being
 - b. "SOCIETY ACT" means the Society Act of the Province of British Columbia from time to time in force and all amendments to it.
 - c. "REGISTERED ADDRESS" of the member means his address as recorded in the register of members.
 - d. "ABORIGINAL" means people of Inuit, Métis, First Nation and Native Indian Ancestry
- 2) Words importing the singular include the plural and vice versa; and words importing a male person include a female person and a corporation.

PART 2 - AFFILIATION

- 3) This organization shall be and hereby is affiliated with the *Aboriginal Sports & Recreation Association of BC, Canadian Soccer Association and the British Columbia Soccer Association* and is subject to the constitution and bylaws of these three bodies insofar as they effect and prescribe functions of the Native Indian Football Association.

PART 3 – MEMBERSHIP

- 4) Membership in the society will consist of:
 - a. REGULAR MEMBERSHIP: Any person of aboriginal ancestry who subscribes to the objectives of the society shall become a regular member of the society upon making application to the directors and payment of the current membership fee. The term of membership shall be the year ending as of the day prior to the annual general meeting.
 - b. GROUP MEMBERSHIP: Any aboriginal chartered group, corporation, society or organization which subscribes to the objective of the society and which, upon application to the directors is approved by the directors may become a group member of the society upon payment of a group membership fee per annum. The term of membership shall be the year ending the day prior to the annual general meeting.
 - c. HONORARY MEMBERSHIP: Any person, corporation, society or organization may be elected by the members of the society in attendance at the annual general meeting to the position of honorary member. Candidates for such membership shall be nominated by the directors of the society and be recognized for the substantial contribution or support to the society in the furtherance of its objectives. Such members shall be entitled to attend meetings and be kept informed of the society's activities but will not be entitled to vote or required to pay membership fee. An honorary membership term is for life. An honorary member may also be a regular or group member.
 - d. SPECIAL MEMBERSHIP: From time to time the NIFA provides opportunity for community members at large who demonstrate the goals and objectives of the Society will receive "Special Membership" status to compete as athletes/coaches and sport administrators at NIFA sporting and cultural events, locally and internationally
- 5) The society's register of members, recording the names and addresses of all members in good standing including the date of each registration, shall be maintained at all times by the secretary of the society.
- 6) Every member shall uphold the society's constitution and comply with these bylaws.
- 7) All members are in good standing except a member who has failed to pay the membership fee.
- 8) The amount of the annual membership fee shall be determined at the annual general meeting of the society.
- 9) Only regular members and group members shall have voting privileges at the annual general meeting and special meetings of the society provided:
 - a. a regular member shall have one (1) vote and
 - b. a group member shall have one (1) vote
- 10) Only regular members and group members shall hold elected office in the society provided:
 - a. he or she has resided in the province of British Columbia for the preceding six (6) months and
 - b. he or she has been a registered member in good standing for at least sixty (60) days prior to the election
- 11) Any member shall cease to be a member of the society:
 - a. By delivering his/her resignation in writing to the secretary of the society or by mailing or delivering it to the address of the society; or
 - b. on his/her death or in the case of a corporation on dissolution; or
 - c. on being expelled; or
 - d. on having been a member not in good standing for twelve (12) consecutive months
- 12) The directors may by a vote of three fourths (3/4) of those present at a duly convened board meeting expel or suspend a member whose conduct is improper; as determined by the directors, and is likely to compromise the aims and objectives of the society.
- 13) Any member in good standing shall be free to attend all board of directors' meetings, although only those members duly elected or appointed as directors shall be entitled to vote at such meetings.

PART 4 - MEETING OF MEMBERS

- 14) General meetings of the society shall be held at the time and place in accordance with the Society Act that the directors decide upon.
- 15) The annual general meeting of the society shall be held during the month of November at a time and place to be decided by the directors.
- 16) Notice of an annual general meeting shall be sent to all members by mail at least thirty (30) days prior to the meeting and also published in at least one (1) newspaper no less than thirty (30) prior to the meeting.
- 17) Every general meeting, other than the annual general meeting, is an extraordinary general meeting.
- 18) Extraordinary general meetings of the society may be called:
 - a. by the president when in his opinion such meetings are deemed necessary; or
 - b. upon the demand of five (5) members of the board of directors; or
 - c. upon a petition signed by not less than ten (10) percent of the registered membership of the society
- 19) Notice of an extraordinary general meeting shall be sent to all members by mail at least fourteen (14) days prior to the meeting and specify the place, date and hour of the meeting and the general nature of the special business to be discussed.
- 20) Special business is:
 - a. all business at an extraordinary general meeting except the adoption of rules of order; and
 - b. all business transacted at an annual general meeting except:
 - i. the adoption of rules of order
 - ii. the consideration of the financial statement
 - iii. the report of the directors
 - iv. the report of the auditor
 - v. the election of directors
 - vi. the appointment of the auditor
 - vii. the other business that under these bylaws ought to be transacted at an annual general meeting, or business which is brought under consideration by the report of the directors issued with the notice convening meeting
- 21)
 - a. No business, other than the election of a chairperson and the adjournment or termination of the meeting, shall be conducted at a general meeting at a time when a quorum is not present.
 - b. If at any time, during a general meeting, there ceases to be a quorum present, business then in progress shall be suspended until there is a quorum present or until the meeting is adjourned or terminated.
 - c. A quorum at a general meeting shall consist of a majority of the number of registered members in good standing or twenty (20) members in good standing, whichever is less.
- 22) If within thirty (30) minutes from the time appointed for the general meeting a quorum is not present, the meeting, if convened on the requisition of members, shall be terminated; but in any other case it shall stand adjourned to the same day in the next week, at the same time and place, and if at the adjourned meeting a quorum is not present within thirty (30) minutes from the time appointed for the meeting, the members present shall constitute a quorum.
- 23) Subject to bylaw 24, the president of the society, the vice president, or in the absence of both, one of the directors present shall preside as chairman of the general meeting.
- 24) If at a general meeting:
 - a. there is no president, vice president, or other director, present within fifteen (15) minutes after the time appointed for holding the meeting; or

- b. the president and all other directors present are unwilling to act as the chairman; the members shall choose one of their members to be chairman.
- 25)
 - a. a general meeting may be adjourned from time to time and from place to place, but no business shall be transacted at an adjourned meeting other than business left unfinished at the meeting from which the adjournment took place.
 - b. when a meeting is adjourned for ten (10) days or more, notice of the adjourned meeting shall be given as in the case of the original meeting.
 - c. Except as provided in this bylaw, it is not necessary to give notice of an adjournment or of the business to be transacted at an adjourned general meeting.
- 26)
 - a. Every resolution proposed at a meeting need to be moved and seconded by a member in good standing and the chairman of a meeting may not move or propose a resolution
 - b. A simple majority of votes is required to pass a resolution.
 - c. In case of an equality of votes, the chairman shall not have a casting or second vote, in addition to the vote to which he/she may be entitled as a member and the proposed resolution shall not pass.
- 27)
 - a. A member in good standing present at a meeting of members is entitled to one vote.
 - b. Voting is by show of hands, unless by prior resolution of the members a particular resolution is to be otherwise
 - c. Voting by proxy is not permitted.
 - d. An election may be by acclamation; otherwise it shall be by ballot.
- 28) A group member may vote by its authorized representative who is entitled to speak and vote, and in all other respects exercise the right of a member, and that representative shall be reckoned as a member for all purposes with respect to a meeting of the society.
- 29) An honorary member may not vote at a meeting of members but shall be allowed to address the meeting when appropriate.

PART 5 - ELECTION OF OFFICERS

- 30) The members of the executive shall be elected annually at the annual general meeting and shall serve for a period of one (1) year. All vacancies shall be filled by-election at a special meeting called for such purpose and such meeting will take place within thirty (30) days of the occurrence of such vacancy.
- 31) All members shall receive adequate notice of such by-election.
- 32) At least four (4) weeks prior to the annual general meeting, the president shall appoint, with approval of the executive, a nominating committee of three (3) duly constituted directors. Written contact shall be made to all affiliated members for nominees. The nominating committee shall receive written confirmation of the willingness of each nominee to stand for election at the general annual meeting prior to the election officers being called.
- 33) Executive officers to be elected shall be president, vice president, secretary, directors may be elected; these may be coaches, managers, referee's, or players. The aforesaid officers shall be elected by a majority vote.
- 34) Each director elected will hold office for a one (1) year term, but is eligible for re-election at the annual general meeting of the year his/her term expires.
- 35) a. The director may at any time and from time to time appoint a member as a director to fill a vacancy in the directors.
b. A director, so appointed, holds office only until the conclusion of the vacancy left by the former director.
- 36) a. If a director resigns his office or otherwise ceases to hold office, the remaining directors shall appoint a member to take the place of the former director.
b. No act or proceeding of the directors is invalid only by reason of there being less than the prescribed number of directors in office.
- 37) A record of each director's term of office shall be kept and maintained by the secretary of the society.
- 38) a. The officers of the society shall be the president, first vice-president, the secretary, and the treasurer, and shall be known as the executive committee.
b. Further, the immediate past president will be a full member of the executive committee ex-officio if he is a member in good standing.
c. The officers shall be elected for a period of one (1) year more or less by the directors from among themselves at the first meeting of the directors after the annual general meeting.
- 39) A director shall cease to be a director of the society:
 - a. by delivering his resignation in writing to the secretary of the society or by mailing or delivering it to the address of the society, or
 - b. on his/her death, or
 - c. on being expelled, or
 - d. on having been a member not in good standing for twelve (12) consecutive months, or
 - e. on having been absent from three (3) directors meetings in a year, or
 - f. on becoming directly employed and/or participating in the profits of any contract with the society provided the director shall not be required to vacate his office by reason of being a shareholder or member of any corporation which has entered into a contract with or does any work for the society but he/she shall not vote in respect of such contract work and if he/she does, his/her vote shall not be counted; or
 - g. Upon being removed by a three-fourths (3/4) vote of the directors at a meeting of directors duly called for that purpose.
- 40) No director shall be remunerated for being or acting as a director but shall be reimbursed for all expenses necessarily and reasonably incurred by him/her while engaged in the affairs of the society.

PART 6 - PROCEEDING OF DIRECTORS

- 41) a. The directors may meet together at the places they think fit to dispatch business, adjourn and otherwise regulate their meetings and proceedings as they see fit, providing however, they shall not meet less than once annually, not including the annual general meeting.
- b. The president may at any time, and the secretary, on the request of a director, shall convene a meeting of the directors. Otherwise, the next meeting of the directors will be determined at the prior meeting of the directors.
- c. The presence in person of at least eight (8) directors shall be necessary to constitute a quorum at a meeting of directors.
- d. The president shall be the chairman of all meetings of the directors, but if at a meeting the president is not present within thirty (30) minutes after the time appointed for holding the meeting, the first vice-president shall act as chairman; but if neither is present, the directors present may choose one of their numbers to chairman.
- 42) a. The directors may delegate any, but not all, of their powers to committees consisting of a director/any number of directors as they deem fit.
- b. A committee so formed in the exercise of the powers so delegated shall conform to any rules that may from time to time be imposed on it by the directors and shall report every act or thing done in exercise of those powers to the earliest meeting of the directors to be held after it has been done.
- 43) a. The directors shall name such standing and ad hoc committees as are necessary for the conduct of its affairs.
- b. The chairman of each standing committee shall be appointed by the directors from among themselves at the first meeting of directors following the annual general meeting.
- c. It shall be the duty of the directors to determine the terms of all committees.
- d. Standing Committees:
- There shall be a Credentials Committee, a Constitution Committee and a Resolution Committee as well as such other committees as shall be necessary for the administration of the Society, each consisting of not more than five (5) and not less than three (3) members chosen by the Society and responsible to it. Such committees shall report directly to the annual general meeting.
- e. The member of a committee may met and adjourn as deemed proper.
- 44) a. Questions arising at any meeting of the directors and committee of directors shall be decided by majority of votes.
- b. In case of any equality of votes the chairman shall not have a casting or second vote to which he may be entitled as a director and the proposed resolution shall not pass.
- 45) Every resolution proposed at a meeting of directors needs to be moved and seconded by a director, the chairman of the meeting may not move or propose a resolution.
- 46) A resolution in writing, signed by all the directors, is a valid and effective as if regularly passed at a meeting of directors.

PART 7 - DUTIES OF OFFICERS

- 47) a. The president is the chief executive officer of the society and shall preside at all meetings of the society with the directors and the executive committee, enforce all observance of the constitution and bylaws, be an ex-officio member of all committees, other than the nominating committee, and exercise general care and superintendence of the affairs of the society.
- b. The Vice-President shall in the absence or demise of the President perform the duties of the President and when so acting have all the same powers and be subject to all the responsibilities hereby given or imposed on the President.
- c. The Secretary shall:
- i. have charge of all records and minutes of the society and all committees thereof;
 - ii. conduct or cause to be conducted and official correspondence of the society;
 - iii. be secretary of the executive committee;
 - iv. have custody of the common seal of the society; and
 - v. maintain in the register of members.
- d. The Treasurer shall:
- i. be responsible for the proper keeping of the books of the account (s) and such other records as may be prescribed by law or as required by the society;
 - ii. present to the board of directors at each of its meetings a statement of financial accounts showing the current balance of funds on hand, details of all receipts and disbursements for the society's funds for the unreported period of preceding each board meeting, details of all accounts payable for which approval by the board is required before payment is issued and such other information regarding finances as the board may request from time to time;
 - iii. print a duly audited statement of the receipts and disbursements during the financial year of the society which shall end on the thirty-first (31st) day of March each year;
 - iv. receive all monies payable to or accruing to the society and shall not invest them without due authority by the society;
 - v. promptly issue or cause to be issued all cheques, notes/drafts for monies to be paid or payable by the society and endorse cheques and all other negotiable paper made payable to the order of the society;
 - vi. give and serve all notices of the society and be custodian of the financial records of the society;
 - vii. be chairman of the finance and development committee.
- 48) The duties of the directors shall also include the management of the affairs of the society (under the provision of the bylaws) by the employment and discharge of conditions of employment;
- a. an executive director and to define his/her duties and fix salary and terms and conditions of employment;
 - b. such other staff upon the nomination of the executive director as it may deem necessary for the successful operation of the association and to determine their number, remuneration and terms and condition of employment.
- 49) Duties of the Executive Director:
- a. The Executive Director shall:
 - i. be responsible for the general direction of the affairs and operation of the center in accordance with policies laid down by the board of directors;
 - ii. be responsible to the board for his own administrative conduct;
 - iii. serve as an advisor to the board and under the secretary of the board shall keep the records of the society, board and all other committees;

- iv. not be suspended or dismissed without first being notified for the charge(s) against his/her and then given the opportunity to be heard by the board of directors at a meeting to be called for that purpose. Such notification shall be sufficient if mailed to the executive director's usual place of address at least ten (10) days prior to the meeting. No such dismissal or suspension shall be effective unless two-thirds (2/3) majority of the entire board, disregarding the quorum provision of bylaw 41 c;
- v. give due notice of resignation in writing to the president or secretary of the board.

PART 8 - SEAL

- 50) The directors may provide a common seal for the society and may destroy a seal and substitute a new seal in its place.
- 51) The common seal shall be affixed only when authorized by a resolution of the directors and then only in the presence of the president and secretary or such other persons as may be prescribed by the resolution.

PART 9 - BORROWING AND OTHER FINANCIAL MATTERS

- 52) All funds of the society shall be deposited in the name of the society at a bank (s) to be selected by the directors.
- 53) For the purpose of carrying out the objectives of the society the directors shall be empowered to borrow, raise or secure payment of money in such manner as it sees fit except by the issue of debentures. This power shall be exercised only under authority of a motion duly approved by the majority of directors currently holding office. No debenture shall be issued without the Sanction of a Special Resolution.
- 54) The society shall have the power to invest its funds only in securities authorized by the "Trustee Act" of British Columbia.
- 55) The signing of officers of the society shall be the president, treasurer, secretary, executive director and office manager. Subject to bylaw 52 hereof any two of the above may sign a cheque, promissory note or other legal document on behalf of the society so long as one of those signing is a director.
- 56) The books, accounts and records of the society may be inspected by any member in good standing during regular business hours of the society's office upon application to the president or officer having charge of such records, books, or accounts.
- 57) The fiscal year shall begin April 1 of each year and end at March 31 of the following year.
- 58) The members may by special resolution restrict the borrowing powers of the directors, but a restriction imposed expires at the next annual general meeting.

PART 10 - AUDITOR

- 59) This part applies only where the society is required or has resolved to have an auditor.
- 60) The first auditor shall be appointed by the directors who shall also fill all vacancies occurring in the office of the auditor
- 61) At each annual general meeting the society appoint an auditor to hold office until he/she is re-elected or his/her successor is elected at the next general meeting.
- 62) An auditor may be removed by ordinary resolution
- 63) An auditor shall be promptly informed in writing of appointment or removal.
- 64) No director and no employee of the society shall be auditor
- 65) The auditor may attend general meetings.

PART 11 - NOTICES TO MEMBERS

- 66) A notice may be given to a member, either personally or by mail to him/her at his/her registered address.
- 67) A notice sent by mail shall be deemed to have been given on the second day following that on which the notice is posted and in proving that notice has been given is sufficient to prove the notice was properly addressed and put in a Canadian post office receptacle.
- 68) a. Notice of a general meeting shall be given to:
- i. every member shown on the register of members on the day notice given; and
 - ii. the auditor, if Part 10 applies.
- b. No other person is entitled to receive a notice of general meetings.

PART 12 - BYLAWS

- 69) On being admitted to membership, each member is entitled to and the society shall give him/her without charge, a copy of the constitution and bylaws of the society.
- 70) These bylaws shall not be altered or added to except by special resolution.

PART 13 - OTHER

Philosophy

That the unique and innate athletic abilities of aboriginal soccer players deserve a rightful place in local, regional, provincial, and international competitions.

Mission Statement

To promote a holistic approach addressing mental, physical, emotional and spiritual well being of players as they strive for their potential.

Vision

- NIFA fully realizes one vision and one strategy in the sport of soccer
- NIFA's vision is to see aboriginal athletes competing nationally and internationally
- NIFA's goal is to support and guide players through this process
- Recruit, support and provide exemplary training for aboriginal coaches, trainers, managers, medical staff . . .

Goals

- To provide opportunities whereby athletes will recognize and/or gain confidence and perseverance in their athletic ability
- To prepare players to compete at the provincial and international levels
- To provide the best environment for promotion of successful athletes

Beliefs

We believe that:

- Soccer is the world's greatest game
- We will increase the number of aboriginals involved in the game of soccer
- We will create a path for our athletes to be competitive
- We will deliver a high quality soccer program to support and develop promising young players

NIFA Program

- Players are selected not only for their soccer abilities but their desire to represent their First Nations in a manner that will make our elders and leaders proud
- NIFA supports aboriginal communities that commit to host try-out and training camps
- NIFA's role is to identify high level athletes
- Select players to commit to the NIFA Program
- Provide opportunities for teams to test their skills and strategy at various levels

Code of Ethics

1. All NIFA participants are expected to conduct themselves at all times in a sportsmanlike and responsible manner. Participants include; players, coaches, managers and chaperones.
2. As a NIFA member your personal conduct reflects you as a person, your family, your community and the organization you represent. Each member will conduct themselves in a manner that will bring credit to themselves and their communities.
3. Each member of NIFA will carry out duties of their position honestly, conscientiously, loyally, and without prejudice.
4. Each member of NIFA will respect the confidentiality of information that they are privy to, thus protecting the rights and privacy of all who are part of our organization.
5. Foul language will not be tolerated at any time.
6. Excessive drinking when representing NIFA will not be tolerated.
7. Absolutely **no alcohol** will be consumed by under aged players
8. The use of illegal drugs at any time will not be tolerated.
9. Physical or verbal attacks towards others are not acceptable.
10. Misrepresentation of NIFA logos, programs and philosophies for personal benefit will not be tolerated.
11. In action and words, all coaches, players and trainers will uphold the integrity and dignity of NIFA, its programs and participants.
12. Coaches, players and trainers will be courteous to each other and the public at all times.
13. Players will respect any curfews and/or physical restrictions that may be imposed from time to time in order to assure top performance during competition.
14. All evaluations and assessments of players done by coaches will be kept in the strictest confidence.
15. Players, coaches and trainers will not publicly criticize other players, trainers or coaches at any time.
16. Each player, coach and manager will work closely with each other in an efficient manner with the development of an effective team.
17. When appropriate, all coaches, players and trainers will wear equipment designated by NIFA. (track suits, uniforms, socks and jackets etc.)
18. All coaches, players, trainers and others associated with NIFA will promote the organization in a positive manner.
19. All players, coaches and trainers will always be cognizant of the fact that we are representing our communities, elders and respective nations at all times and do so in a manner that will make us all proud.

Disciplinary Procedures

1. Any incident shall be reported to the NIFA Head Coach.
2. The NIFA Head Coach will review the case in question, investigate further if necessary, and meet with the disciplinary committee to resolve the situation.
3. The disciplinary committee will include the NIFA Head Coach and two other staff members. If required or in case of a conflict of interest additional members may be added to review, assess the situation and make recommendations.
4. Disciplinary action will take the necessary steps to ensure a prompt and impartial decision is made within a reasonable time frame
5. The committee will then present their findings to the necessary person/s involved and ensure the final decision is agreeable. If necessary documentation will be included with correct dates and signatures.
6. The decision-making body will respect the confidentiality clause and other applicable policy or laws.
7. The NIFA Head Coach will ensure that players in question will be permitted to participate until a decision is made.

NIFA Oath

As an aboriginal person I will represent my community with pride, honor and respect

As an athlete/coach I will perform to the best of my ability in the spirit of sportsmanship and fair play

I will respect my opponent and above all respect the cultural diversity of the world community

Practice Ethics

1. All players are expected to be at the practice facility at least thirty (30) minutes before the designated time for practice.
2. All players will be dressed, warmed up and ready to start at the designated time for practice.
3. Players requiring medical attention (taping, massage, etc.) will make the necessary arrangements with trainer(s) and allow for time necessary to start on schedule.
4. Players, coaches and trainers are expected to attend all training sessions for the full time scheduled.
5. Players, coaches and trainers are required to notify the **Senior Coach** with their reasons if she/he is not able to attend any training session.
6. Players missing training sessions **may** be placed on a lower priority list when roster selections are made.
7. Players **will** be evaluated at all training sessions.
8. Time is limited and the best utilization of time by all is encouraged by:
 - Being on time
 - Not disrupting practice for personal issues
 - Being available immediately for all drills and exercises
 - Paying close attention to instructions
 - Not talking when coaching trainers is giving instructions
9. Coaches and trainers will use the time in an efficient manner by preparing properly.
10. Players will play for the NIFA when exhibition games are arranged for NIFA camps.
11. Players are expected to work on their own fitness and will be evaluated at each camp on their progress.

Provisional Clause

NIFA goes to great lengths to ensure that every player has the opportunity to try out for a team and be fairly evaluated. Because this process involves a degree of subjectivity, some players inevitably are not placed on a team.

The philosophy of NIFA is that each player deserves the chance to try out for a team on an annual basis. Efforts are made to avoid “tracking” of players and to recognize that a player’s skills and motivations change over short periods of time.

NIFA’s format in the player selection process will include a set of skilled stations as well as a series of small-sided soccer games (4v4, 6v6). Each of these sessions is watched by a group of evaluators who are experienced coaches and when possible are not directly connected or interested in the players trying out. Coach’s evaluations from prior sessions are not used in this process so that players start each session with a ‘clean slate’.

NIFA organizers try to organize tryouts in a way that will lessen anxiety among players and their parents. Parents are asked to refrain from cheering or making any comments. Coaches do encourage parental support and involvement at the tryouts. Any type of tryout involves some level of anxiety, and it is important to have the support of parents to keep things in perspective.

Players are strongly encouraged to attend the scheduled tryouts because tryouts are an important part of assuring that players are properly placed. Players are required to attend at least **one** of the tryout camps. Players selected to attend the final camp will be notified by email and a formal letter.

In the event of illness or other absences which may include injury, family loss, employment, or commitment to another organized team (ie. University, Provincial, IPL, Super Y, Team BC, NAIG) game that may be scheduled at the same time, it will be at the discretion of the NIFA Head Coach and/or advisement from other NIFA coaching staff to warrant the opportunity of players receiving an invitation to the final camp selection. Consideration will be given to those players who have demonstrated a commitment to NIFA representative teams as well as their skill level and soccer ability.

It is important that players communicate in advance if they are unable to attend a camp so that the coaching staff has a reasonable amount of time to assess the situation and make an impartial decision.

Traditional & Environmental Policy

- The Native Indian Football Association endeavors at all times to provide an environment that is supportive of the equal treatment and growth of all members of the aboriginal soccer community.
- It also promotes relationships based on mutual respect, co-operation and understanding.
- NIFA and its Partners do not condone behavior that is likely to undermine the dignity, self-esteem, integrity or development of any officer, staff member, official, volunteer, coach or athlete.
- Sexual, racial or religious harassment violates the human rights of all persons and undermines the fundamental/traditional values of the NIFA, including the values/morals it places on a high standard of personal and professional integrity and responsibility of all its members.
- All members and Partners of the community have a mutual responsibility to promote an environment free of harassment and racism on and off the playing field.
- NIFA supports the informal resolution of problems associated with such offensive behavior where appropriate.
- Nevertheless, the NIFA considers racism and harassment in any form to be a serious offense, which may lead to a range of disciplinary measures up to, and including suspension, dismissal and legal means.
- Traditional ways of support will be used.

Coach's Expectation

BRITISH COLUMBIA SOCCER ASSOCIATION AND NIFA COMPETENCIES AND VALUES EXPECTED OF A COACH

Responsive	Achievement	Courage	Change Orientation
<ul style="list-style-type: none"> • Understand the needs of players • Make sessions age/appropriate • Offer Positive feedback to all players 	<ul style="list-style-type: none"> • Knowledge • Confidence • Capability • Independent • Understanding • Proactive • Respectful • Focused • High standards 	<ul style="list-style-type: none"> • Set standards • Raise standards • Do what is right for the game • No fear of failure • Teach players how to overcome adversity in team selection processes 	<ul style="list-style-type: none"> • Open to new ideas • Encourage players to be open • Encourage players to take responsibility • Encourage players to get better
Inclusive	Accountable	Challenging	Passionate
<ul style="list-style-type: none"> • Opportunity for all • Everyone plays • Everyone • Impartial to all players 	<ul style="list-style-type: none"> • To colleagues • To your club or association • To the game • To the players • To yourself 	<ul style="list-style-type: none"> • Attitude • Ethics • Self improvement • Improvement of others • Open mind • Use imagination 	<ul style="list-style-type: none"> • Love of the game • Enthusiasm • Instill this passion on others
Leadership	Communication	Ownership	Innovation
<ul style="list-style-type: none"> • Be positive • Leading by example • Role model • Keep everyone involved • Encouragement • Delegate • Organized and prepared 	<ul style="list-style-type: none"> • Not just verbal • Let the game be the teacher • Listening skills • Appropriate language • No jargon! • Be clear • Make sure that the players understand you 	<ul style="list-style-type: none"> • Take responsibility • Set an example • Commitment • Empower the players • Encourage not discourage 	<ul style="list-style-type: none"> • Improvisation • Problem solving • Development • Thinking ahead • Continued education/certification courses