

CONSTITUTION
for the
INTERNATIONAL FEDERATION
of
PICKLEBALL
(IFP)



Preamble

We, the members of the International Federation of Pickleball (IFP), pledge to perpetuate the growth and advancement of pickleball throughout the world. Our goal is to introduce the sport to our global nations so that they may embrace pickleball as one of their national sports.

We hereby establish a volunteer organization to promote international play and competition, maintain the global rules for pickleball and provide a worldwide code of conduct for pickleball athletes. We will focus resources on training and mentoring individuals everywhere and to support and establish organizations that perpetuate the sport.

History

The sport of pickleball was invented in the summer of 1965 by Joel Pritchard and Bill Bell of Bainbridge Island, Washington, USA. In 2005, the United States Pickleball Association (USAPA) became a non-profit corporation with a mission to perpetuate the growth and advancement of pickleball on a national level. The first official rulebook of the USAPA was adopted by the USAPA shortly after its incorporation.

Since 1965, the sport has grown significantly each year in popularity. In the U.S., organized competitions at local, state and national levels have emerged. Additionally, several countries around the world have started their own clubs and are engaged in building their national organizations.

The first National Open Pickleball Competition was conducted at Surprise, Arizona in 2009. In early 2010, a committee was formed to advance the concept of an International Federation of Pickleball (IFP). The IFP is organized under this Constitution to perpetuate the international growth and development of pickleball.

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ARTICLE I GENERAL

1 NAME AND LOCATION

This body will be called the International Federation of Pickleball (“IFP” or the “Federation”). The location of the IFP headquarters is decided by the Board of Directors at the Annual General Meeting from time to time.

2 DEFINITION

This Federation is a membership federation and will have no capital stock. The Federation does not contemplate pecuniary gain of profit to any person, member, board member, or officer and no part of the earnings of the Federation, if there are any earnings, or the assets of the Federation, will inure to the benefit of any person, member, officer, or board member. The property of the Federation is irrevocably dedicated to athletic, charitable, health and educational purposes. Furthermore, in the event of the dissolution or liquidation of this Federation, any and all surplus, capital and assets will be distributed to one or more charitable funds, foundations, corporations or federations selected and chosen by the Board of Directors and conducted solely and exclusively for charitable purposes. It is created to foster and promote amateur athletics within the meaning of Section 501(c)(3) of the U.S. Internal Revenue Code of 1986, as now enacted or hereafter amended. No substantial part of the activities of the IFP will involve carrying on propaganda or otherwise attempting to influence legislation.

3 LANGUAGE

The official language of the Federation will be English. The use of other languages by a speaker is authorized subject to the interpretation into English at that meeting being provided by the speaker at the speaker’s cost and that notice is given to the chair of the meeting in advance.

4 TERMS

4.1 *Explanation of Terms*

The terms listed below should be used only in the interpretation of this document.

- 4.1.1 Affiliated Organization means organizations that have been admitted to membership of the Federation pursuant to Sec. 13.
- 4.1.2 Chief Operating Officer (COO) means a person appointed by the Board of Directors to act as an executive manager of the IFP who answers to the Board.
- 4.1.3 Code of Ethics means the principles identified in the Bylaws and includes the Code of Conduct and determinations by the Board of what is accepted practice and behavior.

- 4.1.4 Constitution means Sections 1 through 36 and any attachments to this document.
- 4.1.5 Bylaws means the operating rules of the Constitution governing the administration of the sport.
- 4.1.6 Member means Member Associations.
- 4.1.7 Member in Good Standing means a member that meets the requirements of membership as defined in the Constitution and Bylaws.
- 4.1.8 Notice includes e-mail, fax or mail.
- 4.1.9 Rules means the Rules of the sport of pickleball.
- 4.1.10 Regulations means the requirements of IFP sanctioned tournaments.
- 4.1.11 Words signifying persons include corporations and any other entities or bodies whether incorporated or not.
- 4.1.12 Words signifying the masculine gender include the feminine and neuter genders and vice versa.

5 NON-DISCRIMINATION AND ETHICAL COMMITMENT

The Federation will allow no political, religious, racial, national origin, or gender (including sexual orientation) discrimination to affect its decisions or actions. People who deal with the Federation or share in its activities in any capacity commit themselves by their actions to behave in a considerate and ethical manner.

6 AUTONOMY OF MEMBER ASSOCIATIONS

The Federation allows its members complete autonomy in their own territory. It will have no part in purely national issues unless such issues affect the international image of the sport, the uniform application of one set of Rules, or in some way affect the future Olympic status of the sport.

7 LOGO

The Logo of the Federation is determined from time to time by the Board, which is empowered to register the Logo and the name of the Federation as trademarks. The Board of Directors will administer the use of the Logo.

8 AUTHORIZING AUTHORITY

The Board of Directors will from time to time determine the authorized signatories for contracts and legal documents.

9 PURPOSE

This is a non-profit organization for sports, educational and other purposes designed to foster the development and growth of the sport of pickleball throughout the world. The IFP offers all who desire to join in membership for the advancement of pickleball an opportunity to participate and contribute to that growth. These purposes are fulfilled through the aims and objectives of the IFP.

10 AIMS AND OBJECTIVES

The aims and objectives of the IFP are:

- 10.1.1 Promoting, developing and popularizing the sport of pickleball throughout the world.
- 10.1.2 Governing and administering the sport of pickleball in a nondiscriminatory way.
- 10.1.3 Strengthening the bonds of friendship among Member Associations and enabling mutual recognition in their dealings with each other.
- 10.1.4 Governing the sport, from an international aspect, in all countries and continents.
- 10.1.5 Maintaining and publishing the decisive text on the Bylaws, Rules and Regulations, introducing such changes as are desirable, doing all that is necessary to uphold them and to achieve uniform interpretation.
- 10.1.6 Promoting the highest degree of sportsmanship and integrity among the players.
- 10.1.7 Organizing, conducting and presenting international tournaments at the highest level.
- 10.1.8 Establishing and conducting training centers of excellence giving opportunity to all promising players to achieve their maximum level of potential.
- 10.1.9 Encouraging and developing the sport with differently-abled people.
- 10.1.10 Employing the funds of the Federation to achieve development and growth of the sport consistent with these purposes and objectives.
- 10.1.11 Engaging in other acts or activities including commercial ventures that confer direct benefits on the sport of pickleball.
- 10.1.12 Encouraging the formation of new Member Associations.
- 10.1.13 Settling disputes between Member Associations.
- 10.1.14 Upholding the purposes and objectives on which the Federation is founded, taking such measures as may appear expedient for advancing the interests of pickleball from an international point of view, and generally doing all such things as are incidental or conducive to the above objects.

ARTICLE II MEMBERSHIP

MEMBER ASSOCIATIONS

11.1 Member Association Criteria

“Member Associations” will fulfill the following criteria:

- 11.1.1 Be recognized by the majority of pickleball players, clubs and associations in its country as the definitive national pickleball body of that country and be registered as a sports association with the appropriate ministry or department of that country, if applicable.
- 11.1.2 Satisfy the IFP Board of Directors that the applicant is or will be recognized as the governing body of sport in the country.
- 11.1.3 Represent the territory of a country that is recognized as such and recognized as an independent and sovereign state by the international community.
- 11.1.4 Ascribe to rules, aims and objectives that are consistent with those of the IFP.
- 11.1.5 Be a legally registered body or able to satisfy the IFP that it has the legal and administrative ability to administer the sport to an acceptable standard.
- 11.1.6 Agree to accept as binding and final the decisions of the competent authorities within the Federation.
- 11.1.7 Promote the constitutional aims and objectives within the affiliated clubs and associations and their members.
- 11.1.8 Adopt Articles of Incorporation, Constitution, Bylaws and similar official documents governing the conduct and operation of the sport within that country.
- 11.1.9 If the country where the association is located has an administrative office overseeing sports, be registered with that office as the pickleball representative of that country.

12 CONTINENTAL CONFEDERATIONS

The Federation endorses the concept of Continental Confederations for Africa, Asia, Europe, Oceania and the Americas in accordance with the divisions recognized by the International Olympic Committee. The formation of Confederations will proceed when there are sufficient Member Associations to justify their formation.

12.1 Guidelines of Continental Confederations

The strategies and policies of the Continental Confederations will be developed at an Annual General Meeting (AGM) whenever the Member Associations and Board of Directors decide to establish the Continental Confederations.

13 AFFILIATE MEMBERS

Clubs or organizations within countries or independent or semi-independent territories not yet nationally organized and countries that are not yet recognized as an independent and sovereign state by the international community and that agree to adhere to the Constitution of the Federation may upon application using Schedule A be admitted as Affiliate Members of the Federation upon such terms and conditions as the Board of Directors may from time to time determine.

13.1.1 An Associate Member will give all practical support to the formation of a National Association (or corresponding organization) for the country in which it is situated.

13.1.2 An Affiliate Membership will lapse when a properly constituted National Association is admitted to IFP membership.

13.1.3 The term of an Affiliate Membership will not extend more than five years beyond the original affiliation unless a longer term is approved by the Board upon written request.

13.1.4 Ascribe to rules, aims and objectives that are consistent with those of the IFP.

14 ADMISSION TO MEMBERSHIP

14.1 Requirements

In order to become a member of the Federation, a pickleball association that meets the membership criteria will make formal application (see Schedule A) to the Board of Directors. The application will contain sufficient information and attachments to substantiate meeting the requirements set forth in Sec. 11.1—Member Association Criteria.

14.2 Admission Process

14.2.1 After verification by the Board of Directors, the application with any recommendation will be verified and sent to all Member Associations.

14.2.2 In the absence of the receipt of a disapproving objection from the Member Associations, the Board of Directors will have the power to elect the applicant as a Member Association. Such election will be reported to all other Members as soon as possible.

14.2.3 Application for membership from an Associate Member can be approved by Board of Directors on terms and conditions that it may approve.

14.3 Protest

Should a protest against an applicant be received from a Member Association, the

application will be placed on the agenda for consideration by the following AGM. A simple majority will suffice to consider and decide on the protest. Such decision will be effective at the close of the meeting and will be conclusive.

14.4 Special Circumstances

Where the Board of Directors is of the opinion that exceptional circumstances exist, then if approved by a two-thirds majority at a Board of Directors Meeting, the Board may elect to immediate membership a pickleball organization that is known to govern the sport in its own country and meets the constitutional requirements. The Board of Directors may make such special membership conditional on terms it deems fit until after the next AGM. The election is subject to review at the next AGM.

14.5 Jurisdictional Disputes

14.5.1 The organization claiming jurisdiction will submit to the Board of Directors a statement setting out its claim over the disputed territory.

14.5.2 The Board of Directors will assign a committee to investigate the claim and provide a recommendation.

14.5.3 The Board of Directors will receive a report and recommendation from investigating committee and by a two-thirds majority vote will determine the appropriate body to represent the territory.

14.5.4 The Board's decision will be placed on the agenda at the next AGM.

15 ONGOING MEMBERSHIP REQUIREMENTS

15.1 General

15.1.1 Every membership organization will provide a completed administrative information form to the Chief Operating Officer no later than April 30 in each year. This information is required for administration and publication. The information will include the names, addresses, phone numbers and email addresses of the Member Association principal officers affiliated with the organization with a signed statement that the information provided is accurate.

15.1.2 Every membership organization will appoint the member(s) of that organization to represent it at IFP meetings and, when applicable, on the IFP Board, and will notify the Chief Operating Officer of the names of those representatives either by letter signed by the President of the membership organization or by sending the Chief Operating Officer a copy of that organization's minutes appointing the representative(s) to act on its behalf at IFP meetings and functions.

15.2 Membership Status

15.2.1 In order to retain its membership status, a Member Association will at all times

fulfill all the conditions necessary for admission and promptly advise IFP of any material change in its status.

15.2.2 Any membership status actions will be notified to Member Associations and may be reviewed and changed at a General Meeting.

15.3 Retirement

15.3.1 Any Member Association wishing to terminate membership from the Federation must give notice in writing to the Chief Operating Officer. Members will be promptly notified of any retirement and or suspension action.

15.3.2 The Board of Directors has the power to suspend the membership of a Member Association which, in the opinion of Board, acts directly against the purposes, objectives and interests of the Federation.

15.3.3 The Board of Directors may remove a suspension at any time.

15.3.4 If, and so long as, a Member is suspended, such Member will be deprived of all rights of membership and will not be eligible to participate in any playing event promoted or sanctioned by the Federation.

15.4 Expulsion

If a General Meeting decides by at least three-fourths of the votes cast that a Member Association should be expelled from the Federation, such member will cease forthwith to be a member of the Federation. The Chief Operating Officer will subsequently notify the member concerned. Expulsion of the Member Association will not result in penalizing the players who were represented by that association.

ARTICLE III GOVERNMENT

16 STRUCTURE

16.1 Governing Bodies

The governing bodies are:

16.1.1 The Annual General Meeting or an Extraordinary General Meeting at which delegates from all Member Associations in good standing are entitled to attend (see Article II), subject to the voting restrictions in Article III, Sec. 17.6.

16.1.2 The Board of Directors (see Article IV).

17 ANNUAL GENERAL MEETING (AGM)

An AGM will be held not later than July 31 in a place to be determined at the preceding AGM.

17.1 Closing Dates and Submissions of Proposals to the AGM

The closing date for the submission of proposals and nominations to the AGM will be notified to all Member Associations not later than one month before the AGM.

17.2 Business of the AGM

17.2.1 To receive the financial statements and reports of the IFP and any subsidiary business or commercial enterprise.

17.2.2 To review the strategic plan of the IFP and of any business enterprise under the control of the Federation.

17.2.3 To consider and decide any application for membership referred from the Board of Directors.

17.2.4 To elect the officers and other members of the Board of Directors in that order.

17.2.5 To make business decisions, including decisions pertaining to rules, referred to the AGM by the Board of Directors.

17.2.6 To decide the date and place of the next AGM.

17.2.7 To appoint one or more Auditors.

17.3 Meeting Procedure

17.3.1 At General Meetings the representation of at least one-third of the Member Associations that are in good standing will constitute a quorum.

17.3.2 The President or his or her designated representative will act as Chair at all General Meetings.

17.3.3 General Meetings will follow the guidelines for parliamentary procedure referenced in *Roberts Rules of Order*.

17.3.4 Except as otherwise specified, all issues requiring a vote of the members will be decided by a simple majority of the votes cast. The President or representative has a vote.

17.4 Notice of Meetings

17.4.1 Notice of every General Meeting, stating the date, time, and place thereof and the business to be transacted, will be sent to each Member Association, Affiliate Members and Officers and Board of Directors.

17.4.2 The Board may shorten the time for notice of Extraordinary General Meetings.

17.5 Proposals and Amendments

17.5.1 Notice in writing of any proposal to be brought forward at an AGM may be given by any Member Association in good standing. Such notice will be sent directly to the Chief Operating Officer of the Federation.

17.5.2 A proposal of which due notice has not been given, and which does not in any way affect the Constitution or the Rules of Pickleball, may be proposed and discussed at an AGM.

17.5.3 A simple majority will be required at the meeting to vote on an amendment.

17.6 Representation and Voting Strength at General Meetings Each Member Association will be entitled to appoint not more than two delegates to represent it at every General Meeting. Only one delegate from each Member Association will cast all the votes to which the Association is entitled.

17.6.1 The name and address of each delegate will be sent in writing to the Chief Operating Officer.

17.6.2 Only Member Associations in good standing are entitled to vote at General Meetings.

17.6.3 A Member Association will be entitled to a minimum of one vote and a maximum of 15 votes in accordance with the size of its affiliated paid membership of active players. See Table 1. This will apply automatically as of the date of the meeting:

Table 1 Member Association Allocation of Votes

Number of Members	Vote Units
Fewer than 250	1
250 - 999	2
1,000 - 2,499	3
2,500- 4,999	4
5,000 - 9,999	6
10,000 – 19,999	10
20,000 or more	15

17.6.4 The voting strength of a Member Association as described in Table 1 will apply to any proposal under the Constitution of the Federation with the exception of issues relating to Admission to Membership, Expulsion, and Dissolution. For any proposal relating to Admission to Membership, Expulsion and Dissolution, each Member Association will be entitled to one vote only.

17.7 Speaking Rights

- 17.7.1 Each Affiliated Association and each Associate Member will be entitled to the same representation at General Meetings as is enjoyed by Member Associations. They are entitled to speak at AGMs but have no vote unless they are also a voting delegate of a Member Association.
- 17.7.2 Members of the Board of Directors will attend General Meetings, but unless otherwise qualified, they will have no vote. They will be permitted to speak on any proposal.
- 17.7.3 The Chief Operating Officer will have the right to attend and speak at General Meetings. With the Chair's permission, other members may attend and speak at General Meetings.
- 17.7.4 The Chair has authority to admit observers to a General Meeting. Such observers are not permitted to speak at the Meeting unless asked to do so by the Chair.

18 EXTRAORDINARY GENERAL MEETINGS (EGM)

An EGM may be convened at any time by Board of Directors. Every EGM notice will specify the business for which the meeting is to be convened and no other business will be transacted at such meeting. Any action required or permitted to be taken at an AGM meeting or of any committee may be taken by conference call or by electronic mailing (email) without a physical meeting if a majority of the Member Associations or committee members consent in writing, including e-mail consent, to taking the action without a meeting.

ARTICLE IV BOARD OF DIRECTORS

19 STRUCTURE

- 19.1.1 Each AGM will appoint a Board of Directors that will have administrative powers to carry on the work of the Federation between AGMs.
- 19.1.2 The Board will consist of Committee Chairpersons or individuals elected from the Member associations at the AGM.
- 19.1.3 When voting for Board members, each delegate may vote for as many candidates as there are vacant seats. Voting slips containing more or fewer names than the exact number of vacant seats will be invalid.
- 19.1.4 *Composition.* The members of the Board will be the four officers and a minimum of one additional member. The number of Board members will be not less than five nor more than fifteen. A President who does not complete the term of office will not, however, be a member of the Board as Immediate Past President unless confirmed by a

- majority of the other members of the Board. The Immediate Past President will serve only two years beyond the elected term as President.
- 19.1.5 *Officers and Terms.* The officers of the IFP will be a President, Vice President, Secretary and Treasurer, all of whom will serve without compensation. All officers will take office on January 1. Board members will serve two-year terms. Elections will be staggered so that elections occur annually. For the initial year of the adoption of these Bylaws only so that staggered terms may be established, the Vice President and the Treasurer will serve a term of one year. The Board may determine which officers will be run for election in even or odd numbered years. Each officer may be re-elected for an additional term or terms.
- 19.1.6 *President.* The President will be the chief executive officer. The President will preside at all Board meetings and meetings of the membership. The President will appoint, with approval of the Board, committee chairpersons and committee members whose appointments are not otherwise provided for in these Bylaws. The appointees will serve at the President's pleasure.
- 19.1.7 *Vice President.* The Vice President will assist the President in the performance of the President's duties and will exercise all the powers of the President in the case of the President's resignation, incapacity, removal, or death. The Vice President will preside over all meetings of the Board at which the President is not present.
- 19.1.8 *Treasurer.* The Treasurer will monitor the financial management and controls of the Board and its budgeting process, including the development of its annual budgets. The Treasurer will perform such other duties as may be assigned by the President or the Board of Directors.
- 19.1.9 *Secretary.* The Secretary will monitor the keeping of membership records, the calculating of the voting strength of members, and the giving of notice and the keeping of minutes of meetings of the Board. The notices of these meetings will be sent out under the name of the Secretary. The Secretary will perform such other duties as may be assigned by the President or the Board of Directors.
- 19.1.10 *Vacancies.* If a vacancy will occur on the Board, the remaining members of the Board may, by a majority vote, elect a successor for the unexpired term, except that a vacancy in the office of the Immediate Past President will not be filled, and except that a vacancy in the office of the President will be succeeded by the Vice President in accordance with Sec. 19.1.7 above.
- 19.1.11 *Quorum.* A quorum of the Board is a majority of the Directors in office and is required to conduct business. If less than a quorum is present, a majority of the Directors may adjourn the meeting without further notice.
- 19.1.12 *Action without a Meeting.* Any action required or permitted to be taken at a meeting of the Board (including amendment of these bylaws) or of any committee may be taken

without a meeting if all the members of the Board or committee consent in writing, including electronic mailing (e-mail), to taking the action without a meeting and to approving the specific action. Such consents will have the same force and effect as a unanimous vote of the Board or of the committee as the case may be.

19.1.13 *Removal of Officer or Director.* At any meeting of the Board, any officer or member of the Board may, by a vote of not less than two-thirds of the whole Board, be removed from office, with or without cause, and a successor may be elected pursuant to the provisions of these Bylaws.

19.1.14 *Committees.* The Board will have the following committees: Executive Committee, Grievance Committee, and Rules Committee.

20 OFFICERS

The Federation will have the following officers: President, Vice President, Secretary and Treasurer.

20.1 Guidelines

20.1.1 The Officers are elected at the AGM. Nominations for election may be made by any Member Association. Such nominations must be sent directly to the Chief Operating Officer so as to reach the Federation not later than the day published in accordance with paragraph 17.1, and the names of nominees and their Proposers will appear on the agenda thereof.

21 BOARD OF DIRECTORS' RESPONSIBILITIES

The Board of Directors has the responsibility to carry on the work of the Federation between AGMs. The Board provides policy and administrative guidance to the Federation Executive Officers and the Chief Operating Officer, who oversee the day-to-day operations of the Federation.

21.1 Role of the Board of Directors

21.1.1 To take such steps as may be necessary to achieve the aims and objectives laid down in the Constitution.

21.1.2 To decide on matters not provided for in the Federation's Constitution and Bylaws.

21.1.3 To ensure the maintenance of proper standards in the organization of IFP events and all events and competitions conducted under the authority of IFP.

21.1.4 To sponsor Committee members from outside the Board of Directors where it is considered in the interests of pickleball can be better served.

21.1.5 To appoint the COO on such terms and conditions as it decides.

22 BOARD PROCEDURES

22.1 Elections

- 22.1.1 Nominations for election to the Board will be made in writing by any Member Association in good standing and sent directly to the Chief Operating Officer of the Federation.
- 22.1.2 The names of the nominees and their proposers and the statements of qualifications will appear on the AGM agenda.
- 22.1.3 Election results will be published.

22.2 Conditions and Terms of Appointment

- 22.2.1 The President and all officers will assume office immediately after the conclusion of the Annual General Meeting (AGM) at which they are elected. The term of office will be two years.
- 22.2.2 The Board has the right to propose at a General Meeting the early termination of the term of office of the President, another Officer or Board Member.

22.3 Vacancies

- 22.3.1 If any officer does not complete the term of office, an officer will be appointed by Board and a successor will be elected for the remainder of the term in the usual way at an AGM.
- 22.3.2 In the case of any retirement or vacancy among the remaining members on the Board of Directors, a successor will be elected for the remainder of the original term at the next AGM.

22.4 Meeting Procedures

- 22.4.1 The President or designated representative will assume the position of Chair.
- 22.4.2 The quorum for all Committee meetings will be at least one half of members.

ARTICLE V EXECUTIVE OFFICERS

23 OFFICERS

23.1 Titles

The Federation will have executive positions elected by the Member Associations at the AGM. The elected positions are President, Vice President, Secretary and Treasurer. The guidelines for the Executive Officers, also known as the Executive Committee, include but

are not limited to the following:

23.2 Executive Officer Guidelines

- 23.1.1 Make any decisions between Board of Directors and AGM Meetings appropriate to the circumstances.
- 23.1.2 Conduct and oversee the day-to-day affairs of the Federation.
- 23.1.3 Be responsible to Board of Directors for the administrative and financial management of IFP. To this end, the Board of Directors may establish administrative offices with remunerated personnel.
- 23.1.4 Receive and act on reports in relation to any subsidiary of IFP.
- 23.1.5 Receive reports and act on recommendations from all Committees.

ARTICLE VI ADMINISTRATIVE ISSUES

24 SUBSIDIARY ORGANIZATIONS

24.1 The General Meeting (AGM or EGM) may approve the formation of commercial organizations that are wholly owned and controlled by the Federation. The General Meeting may approve investment in other organizations. The Board of Directors may set up and dissolve any Trust arrangement for the purposes of holding shares in any company so formed.

- 24.1.1 The Report and audited accounts of any body so formed will be discussed at the AGM. The Federation's auditor(s) will be used wherever possible.
- 24.1.2 Any Trustees required for the purposes of the subsidiary will be appointed by the Board of Directors and notified to the Members.
- 24.1.3 Where an investment is made and directors are required to represent the interests of the IFP in the other organization, the Board of Directors will appoint Directors and notify them to Members.

25 INDEMNITY

25.1 The Federation will immediately upon notification of a claim fully indemnify and hold harmless the Board of Directors, Executive Officers and members of its professional staff ("indemnified persons") from and against any costs, expenses, liabilities and awards arising out of any action instituted in any jurisdiction against the Federation or any of the above such persons as a direct result of the activities of such persons where they are/were within the scope of the Federation's responsibilities and on behalf of the IFP.

25.2. No such indemnification will apply where, in the opinion of the Board of Directors,

the cause of the action, costs, charges, losses, damages or expenses are the result of the fraudulent, willful neglect, omission, intentional act, or default of said indemnified person(s).

26 STAFF OF THE ASSOCIATION

26.1 The Board of Directors will appoint a Chief Operating Officer, who will be responsible for the effective management of the Federation within the policies and objectives approved from time-to-time by the Annual General Meeting and the Board of Directors.

26.2 The Executive Committee or the COO, with the advice and consent of the Executive Committee, will employ such other staff as are deemed necessary.

ARTICLE VII FINANCIAL PROVISIONS

27 DUES AND PAYMENTS

27.1 Dues

27.1.1 In any given year, in order that a Member Association or its players can take part in any competitive event organized by the Federation itself or requiring the sanction of the Federation, the Member Association will pay a subscription based on a scale of Units, the value of which will be determined based on the number of players represented in Table 2.

27.1.2 The dues for each Member Association will be determined by the paid membership numbers of active players of the Member Association in the preceding year. Dues are initially set at \$100 USD or ten cents (10¢) per member, whichever is greater.

27.2 Each Member Association will provide to the Treasurer or Chief Operating Officer by April 30 in each year a certificate containing the estimated number of its active member players as of December 31 of the previous year. The Secretary or COO will validate the membership data and assign the units. The decision of the Secretary or COO will be final and the subscription due will be based on that decision.

27.2.1 Affiliate Members will not pay annual dues.

27.2.2 The value of the Unit in the scale of dues outlined above, and the currency in which it will be expressed, will be determined at a General Meeting. In absence of that determination payment will be in U.S. Dollars.

27.2.3 Payment of Dues will be made payable prior to December 31 of the year after election of a Member Association or prior to its players taking part in IFP competitive events, whichever is earlier.

27.2.4 Under special circumstances, the Board of Directors may authorize the participation

of a Member Association or its players in specific events requiring the sanction of the Federation without receiving payment of the subscription. This exception will only be granted through application of the organizers or the Member Association concerned prior to the event.

27.2 Payments to Member Associations

Payments due to Members will be paid directly and not through third parties.

28 ACCOUNTS

The financial year of the Federation will close on December 31 and the Treasurer or Chair of the Finance Committee will ensure that the annual Financial Statements are prepared and audited as soon as possible thereafter, but not later than three months after the close of the year unless specifically approved by the Board of Directors.

ARTICLE VIII JUDICIAL PROVISIONS

29 DISCIPLINE

The Board, or any Grievance Committee it appoints, will have power on behalf of the Federation to penalize a Member Association, player, competition official, or other person for misconduct during competition, or for actions that may bring the sport of pickleball into disrepute.

30 AUTHORITY

30.1 Authorized Persons General

Members or persons dealing with the Federation or sharing in its activities include people who:

30.1.1 Participate in an event under the authority of the Federation;

30.1.2 Act as an official (trainer, coach, team manager, delegate, representative, etc.) of a team, a Member Association or its affiliates;

30.1.3 Officiate as an international official or in a similar role;

30.1.4 Organize or participates in a competition that is placed under the Federation's authority; or

30.1.5 Assume any role within the Federation.

30.1.6 A Grievance committee appointed by the Board will be the first instance point for any appeal against decisions of the Federation other than decisions of a General Meeting.

31 DECISION-MAKING BODIES OF THE FEDERATION

31.1 Powers

The following bodies of the Federation have decision-making powers in accordance with the Federation Constitution, Bylaws and Regulations:

31.1.1 The General Meeting

31.1.2 The Executive Committee

31.1.3 The Board of Directors

31.1.4 Any Appeals or Grievance Panel appointed by Board of Directors

31.1.5 The above bodies may delegate their power. In all cases the procedural provisions of the Constitution and Bylaws will be followed.

31.2 Decisions and Penalties

31.2.1 The decision-making bodies of the Federation have the power to make decisions and impose penalties and can impose the following penalties: reprimand; exclusion or suspension; disqualification; ban from competition or any combination of these penalties or other appropriate measure agreed by the decision-making body.

31.2.2 Immediate suspension of a player or official may be imposed by the Board of Directors or Executive Committee, where there is strong evidence of serious misconduct, until a hearing takes place.

32 PROCEDURAL RULES APPLICABLE TO THE DECISION-MAKING BODIES OF THE FEDERATION

32.1 Guidelines

The decision-making bodies of the Federation will provide fair procedures to all parties involved and will respect their fundamental rights. They recognize in particular:

32.1.1 That a person who has a conflict of interest will not be a member of the decision-making body.

32.1.2 The right of the person charged to know the charge.

32.1.3 The right to know the penalties that might be imposed.

32.1.4 The right to be heard, to present a defense, to produce evidence and to be assisted by counsel at their own expense.

ARTICLE IX FINAL PROVISIONS

33 AMENDMENT OF THIS CONSTITUTION

This Constitution may be amended from time to time. Any amendment made to any paragraph will take effect immediately unless otherwise specified.

34 AMENDMENT OF BYLAWS AND REGULATIONS

The Board of Directors will have power, on behalf of the Federation, to make amendments to the Bylaws and Regulations.

35 AMENDMENT OF THE RULES OF PICKLEBALL OR OF RECOMMENDATIONS TO OFFICIALS

35.1 Amendments to the Rules of Pickleball, including recommendations to officials, may be made at either a General Meeting or an Extraordinary General Meeting.

35.2 The Board of Directors will have power, on behalf of the Federation, to authorize experimental variations to the Rules of Pickleball.

36 DISSOLUTION, QUORUMS, CHANGES

The Federation will not be dissolved except at a General Meeting specially convened for the purpose.

37 VOTING AT GENERAL MEETINGS

The following majorities defined in are required for the adoption of proposals at General Meetings:

Table 3 Voting

Proposal	Majority Required to PASS	Voting Scheme
Election of Officers	most votes	Variable 1-15 votes
Eventual election of Chair at General Meetings	most votes	
Rule on matters of substance	simple majority	
Proposal not involving any amendment to Constitution or Rules of Pickleball	simple majority	
Proposal without notice on agenda: - that it be discussed - adoption	two-thirds	
	as appropriate	
Amendment to proposal	simple majority	
Amendment to Rules of Pickleball	two-thirds	
Amendment to Constitution (subject to exceptions in Rule 36	three-fourths	
Election to membership following objection	simple majority	
Alteration to area of jurisdiction of Member Association	simple majority	
Termination of membership	three-fourths	
Confirmation or renewal of suspension	simple majority	
Dissolution of Federation	four-fifths	