THE CONSTITUTION OF THE

FABSA

FUTSAL AND BEACH SOCCER ASSOCIATION INC

Adopted by the Membership on 18th day of September 2026

Bridgetown, Barbados

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Article 1 — Name

The name of the organization shall be the Futsal & Beach Soccer Association of Barbados, hereinafter referred to as the "FABSA".

Article 2 — Legal Status

The FABSA is registered as a non-profit organization, established in Barbados to govern, promote, and develop the sport of Futsal and Beach Soccer.

Article 3 — Registered Office

The registered office of the FABSA shall be in Barbados at an address determined by the Executive Committee.

Article 4 — Mission

To develop, promote, and regulate the sport of Futsal & Beach Soccer in Barbados through inclusive participation, structured competition, player, coach and referee development, and international alignment with global standards.

Article 5 — Objectives

The objectives of FABSA are to:

- Promote and develop Futsal & Beach Soccer in Barbados.
- Organize leagues, tournaments, exhibitions, and training programs.
- Support clubs, schools, and community groups in developing Futsal & Beach Soccer programs.
- Establish rules, standards, and codes of conduct for members and clubs.
- Affiliate with local, regional and international sporting organizations where appropriate.
- Secure sponsorships, partnerships, and funding for the development of the sport.
- Encourage sportsmanship, discipline, and fair play.
- Maintain transparent governance and financial accountability.
- Foster partnerships with government agencies, sponsors, and stakeholders.

Article 6 — Membership

6.1 Categories of Membership

- Individual Members
- Club Members
- Associate Members (schools, community groups, organizations)
- Honorary Members

6.2 Eligibility

Membership is open to any individual, club, or organization that supports the objectives of the FABSA and submits a complete application to the Executive Committee.

6.3 Rights of Members

Members in good standing shall be entitled to:

- Attend and vote at General Meetings. Associate and Honorary Members do not hold voting rights.
- Participate in FABSA-sanctioned events.
- Access training, certification, and development programmes.
- Receive official communications and updates.

6.4 Termination of Membership

Membership may be terminated for any of the following reasons:

- Non-payment of dues.
- Breach of FABSA rules or code of conduct.
- Conduct detrimental to the FABSA or the sports of Futsal and Beach Soccer.

All members have the right to appeal disciplinary decisions. Such action requires a two-thirds (2/3) majority vote of the Executive Committee.

Article 7 — Governance Structure

The FABSA shall be governed through three distinct and independent pillars: the General Assembly, the Executive Committee, and the Independent Disciplinary Panel.

7.1 General Assembly

The General Assembly shall be the supreme legislative and decision-making body of the Association. It shall consist of all members entitled to participate in accordance with these Constitution and shall exercise powers including, but not limited to:

a) Adopting and amending the Constitution, regulations, and policies of the Association.
b) Electing and removing office bearers as provided in these Constitution.
c) Approving strategic objectives, annual reports, budgets, and audited financial statements.
d) Admitting, suspending, or expelling members in accordance with these Constitution.
e) Exercising all other powers assigned to it under these Constitution and applicable regulations.

The decisions of the General Assembly shall be binding on all bodies and members of the Association.

7.2 Executive Committee

The Executive Committee shall be the executive and strategic management body of the Association. It shall be responsible for the governance, administration, and implementation of the decisions of the General Assembly and shall:

f) Determine and oversee the strategic direction of the Association.
g) Ensure the proper administration and financial management of the Association.
h) Supervise the implementation of programmes, competitions, and activities.
i) Adopt regulations and policies within its delegated authority.
j) Perform all functions not expressly reserved to the General Assembly or any independent judicial body.

The Executive Committee shall conduct its affairs in accordance with the principles of good governance, integrity, transparency, and accountability.

The Executive Committee of FABSA shall comprise the following positions:

- President
- Vice President
- General Secretary
- Two (2) Executive Members

The duties of the Executive Committee include, but are not limited to:

- Providing leadership and strategic direction.
- Managing the affairs of FABSA.

- Approving budgets, policies, and development programs.
- Ensuring compliance with national, regional, and international regulations for Futsal & Beach Soccer.
- Developing and maintaining working relationships with the BFA, FIFA, CONCACAF, the National Sports Council, the Barbados Olympic Association and other stakeholders.
- Representing FABSA locally, regionally, and internationally.

7.3 Gender Representation

At all times, no fewer than two of the members of the Executive Committee shall be female. Where an election result would not satisfy this requirement, the organization shall take such measures as are permitted under these rules, including the appointment or co-option of eligible female members, to ensure compliance.

7.4 Independent Disciplinary Panel

The Independent Disciplinary Panel shall constitute the Association's autonomous judicial body and shall operate independently from the General Assembly and the Executive Committee. The Panel shall have exclusive jurisdiction to:

k) Hear and determine disciplinary matters arising under the Constitution, regulations, codes, and decisions of the Association.

l) Impose disciplinary sanctions and corrective measures where appropriate.

m) Adjudicate disputes and appeals within its jurisdiction as prescribed by the Association's regulations.

n) Safeguard due process, fairness, and the rights of all parties appearing before it.

Members of the Independent Disciplinary Panel shall be elected or appointed in accordance with these Constitution and shall perform their duties independently, impartially, and free from undue influence. No member of the Executive Committee or any other operational body of the Association may simultaneously serve on the Independent Disciplinary Panel.

7.5 Terms of Office

All elected officers of the Organization, including the President, shall serve a term of four (4) years. Officers shall be elected through a democratic election process conducted in accordance with this Constitution and any applicable electoral regulations adopted by the Organization.

All officers shall be subject to the same nomination, election, and eligibility requirements, and no office shall be exempt from the democratic election process established under this Constitution. An officer elected or appointed to fill a vacancy for more than one-half of an unexpired term shall be deemed to have served a full term for the purposes of term-limit calculations. Terms of office shall commence and conclude on the dates prescribed by the Organization's electoral regulations.

7.6 Vacancies

Any vacancy arising on the Executive Committee shall be filled with co-option by the remaining Executive Committee members until the next General Meeting, at which time the membership shall elect a replacement to serve the remainder of the unexpired term.

Article 8 — Elections

8.1 Election Cycle

All officers shall serve for four (4) years and shall be eligible for re-election or re-appointment in accordance with the provisions of Article 7.5.

8.2 Voting

Elections shall be conducted by secret ballot at the Annual General Meeting (AGM).

8.3 Eligibility for Candidacy

Any person seeking election or appointment to an official position shall satisfy the following eligibility requirements:

Minimum Membership Requirement

The candidate must have been a member in good standing of the Association, or a member affiliated through a recognized member organization, for a continuous period of not less than one (1) year immediately preceding the nomination date.

Integrity and Criminal Record

The candidate must not have been convicted of any criminal offence involving fraud, corruption, dishonesty, financial misconduct, violence, or any other offence that may bring the Association into disrepute. The candidate must satisfy all applicable integrity and eligibility checks required by the Association.

Declaration of Interests

The candidate shall submit a written declaration disclosing any actual, potential, or perceived conflicts of interest, including business, financial, professional, or personal relationships that could influence the performance of official duties. Such declarations shall be reviewed in accordance with the Association's conflict-of-interest policy.

Nomination Procedure

An eligible member of the Association must formally nominate a candidate in writing. A seconder who is also an eligible member must support each nomination. Nominations shall be submitted within the prescribed nomination period and in the form determined by the Association.

Compliance with Constitution

Candidates must agree in writing to comply with the Association's Constitution, regulations, codes of ethics, and all applicable BFA, FIFA and CONCACAF requirements.

Verification of Eligibility

The relevant electoral or governance body shall verify that all candidacy requirements have been met before the candidate's name is included in the ballot.

8.4 Grounds for Disqualification

A candidate shall be deemed ineligible if they:

- Fail to meet the minimum membership requirement.

- Have a disqualifying criminal conviction.
- Fail to disclose conflicts of interest.
- Submit an incomplete or improperly supported nomination.
- Fail any required integrity or eligibility assessment.

Article 9 — General Meetings

9.1 Annual General Meeting (AGM)

The AGM shall be held once per year to:

- Receive and approve annual reports.
- Approve financial statements.
- Elect officers when applicable.
- Approve amendments to official documentation.
- Conduct other official business of the Association.

9.2 Extraordinary General Meeting (EGM)

An Extraordinary General Meeting may be convened by:

- The President.
- A majority of the Executive Committee.
- A written request from at least twenty-five percent (25%) of voting members.

9.3 Quorum

A quorum shall consist of thirty percent (30%) of voting members or twenty (20) members, whichever is lower. Notwithstanding the foregoing, for any vote on a constitutional amendment, the quorum shall consist of not less than fifty percent (50%) of all registered voting members, and approval shall require the prescribed voting threshold or a majority of all registered voting members, whichever is higher.

9.4 Voting

The following conditions apply to voting at General Meetings:

- Each Individual Member and Club Member has one (1) vote.
- Voting members must be in good standing.
- Voting members must hold at least one (1) year of continuous membership.

Article 10 — Committees

The Executive Committee shall establish and maintain the following Standing Committees. Additional committees may be established by the Executive Committee as required.

10.1 Technical and Competitions Committee

Purpose

To oversee the technical development of Futsal and Beach Soccer in Barbados and ensure the effective organization and administration of all competitions sanctioned by the Association.

Composition

- Chairperson appointed by the Executive Committee.
- Three (3) to five (5) additional members with relevant expertise in Futsal, Beach Soccer, coaching, refereeing, competition management, or player development.
- The Technical Director (if appointed) shall serve as an ex-officio member.

Term of Office

One (1) year, renewable. Members may be removed by the Executive Committee for cause or non-performance.

Terms of Reference

The Committee shall:

- Develop and recommend technical policies, standards, and strategic plans for Futsal and Beach Soccer development.
- Advise on coaching education and certification programmes.
- Recommend player development pathways and talent identification initiatives.
- Develop competition regulations for leagues, tournaments, and championships.
- Supervise the scheduling and administration of Association competitions.
- Review and recommend amendments to competition rules.
- Monitor compliance with competition regulations.
- Advise on referee development and match officiating standards.
- Submit reports and recommendations to the Executive Committee.

Meetings

The Committee shall meet at least quarterly and additionally as required. A simple majority of three (3) members shall constitute a quorum.

10.2 Finance and Audit Committee

Purpose

To provide oversight of the Association’s financial management, budgeting, internal controls, risk management, and audit processes.

Composition

- Chairperson with financial, accounting, or business expertise.

- At least two (2) and no more than four (4) additional members.
- The General Secretary shall serve as an ex-officio member but shall not chair the Committee.
- At least one member should possess accounting or financial management qualifications.

Term of Office

One (1) year, renewable.

Terms of Reference

The Committee shall:

- Review and recommend annual budgets for approval by the Executive Committee.
- Monitor financial performance against approved budgets.
- Review quarterly and annual financial statements.
- Oversee financial policies, procurement controls, and risk management practices.
- Ensure proper accounting records and financial reporting systems are maintained.
- Recommend the appointment of independent auditors.
- Review audit findings and monitor implementation of audit recommendations.
- Assess financial risks and recommend mitigation measures.
- Ensure compliance with applicable laws, regulations, and funding requirements.
- Report regularly to the Executive Committee and General Assembly.

Meetings

The Committee shall meet at least quarterly. A majority of three members shall constitute a quorum.

10.3 Disciplinary and Ethics Committee

Purpose

To safeguard integrity, fair play, ethical conduct, and discipline within Futsal and Beach Soccer in Barbados.

Composition

- Chairperson appointed by the Executive Committee.
- Three (3) additional independent members.
- Members shall not simultaneously serve on the Executive Committee.
- Members should possess experience in law, governance, dispute resolution, ethics, or sports administration.

Term of Office

One (1) year, renewable.

Terms of Reference

The Committee shall:

- Investigate alleged breaches of the Association’s Constitution, regulations, codes of conduct, and ethics policies.

- Hear disciplinary matters involving members, clubs, players, coaches, officials, and other participants.
- Conduct proceedings in accordance with principles of natural justice and procedural fairness.
- Determine appropriate sanctions where violations are established.
- Consider matters relating to misconduct, match manipulation, corruption, discrimination, harassment, conflicts of interest, and other ethical breaches.
- Recommend integrity and ethics policies to the Executive Committee.
- Maintain confidential records of proceedings and decisions.
- Issue written decisions with reasons where appropriate.
- Refer matters to external authorities where required by law.
- Report annually on disciplinary and ethics activities while maintaining confidentiality obligations.

Meetings and Hearings

Meetings shall be convened as required. A quorum shall consist of three (3) members. Members with conflicts of interest must recuse themselves from proceedings.

Appeals

Decisions of the Disciplinary and Ethics Committee may be appealed to an Appeals Committee or Independent Appeals Tribunal established by the Association, in accordance with the Association's regulations.

10.4 General Provisions Applicable to All Committees

- All committees shall report to the Executive Committee.
- Committee members shall disclose any actual or perceived conflicts of interest.
- Minutes shall be kept for all meetings.
- Committees may establish working groups or invite subject-matter experts as advisors.
- Committees shall submit annual reports to the Executive Committee and General Assembly.
- The Executive Committee shall approve committee appointments and may fill vacancies arising during a term of office.

Article 11 — Finance

11.1 Fiscal Year

The fiscal year of the FABSA shall run from 1 January to 31 December.

11.2 Revenue Sources

The FABSA may generate revenue from the following sources:

- Membership dues.
- Sponsorships and partnerships.
- Grants and government funding.
- Fund-raising activities.
- Event and registration fees.

11.3 Financial Management

- All funds shall be deposited in the FABSA bank account.
- The General Secretary shall maintain accurate and up-to-date financial records.
- The General Secretary shall provide the Executive Committee with a quarterly report comparing budgeted versus actual expenditure.
- An independent financial audit shall be conducted annually by an external auditor appointed by and reporting to the membership at the AGM.

Article 12 — Discipline and Ethics

12.1 Disciplinary Procedures Schedule

Purpose

This Disciplinary Procedures Schedule establishes a fair, transparent, and consistent process for addressing alleged breaches of the Constitution, Rules, Regulations, Codes of Conduct, Competition Rules, and any other policies of the Futsal & Beach Soccer Association of Barbados.

Scope

This Schedule applies to all members, clubs, players, coaches, officials, volunteers, employees, contractors, and any other persons under the jurisdiction of the Association.

12.2 Written Notice of Alleged Misconduct

Requirement for Written Notice

No disciplinary action shall be taken unless the respondent has first received written notice of the alleged misconduct.

Contents of Notice

The written notice shall include:

- A clear description of the alleged misconduct.
- The date, time, and location of the alleged incident, where applicable.
- The rule, regulation, policy, or code allegedly breached.
- Copies of relevant evidence available at the time.
- Details of the disciplinary hearing.
- Information regarding the respondent's right to representation.
- Information regarding the right of appeal.

Service of Notice

Notice may be delivered by email, registered mail, hand delivery, or any other approved electronic communication method. Notice shall be deemed received immediately upon hand delivery; three (3) days after posting; or twenty-four (24) hours after electronic transmission.

Minimum Notice Period

The respondent shall receive not less than seven (7) calendar days' notice before a disciplinary hearing, except where urgent safeguarding, safety, or competition integrity concerns require expedited proceedings.

12.3 Right to Representation

A respondent shall have the right to:

- Attend and participate in the disciplinary hearing.
- Be accompanied by a representative of their choice.
- Be represented by legal counsel at their own expense.
- Present evidence and witness testimony.

- Challenge evidence presented against them.
- Make written and oral submissions.

Where the respondent is under eighteen (18) years of age, they shall be entitled to be accompanied by a parent, guardian, or other responsible adult.

Where a respondent fails to attend without reasonable justification after receiving proper notice, the disciplinary body may proceed in their absence and reach a determination based on the available evidence.

12.4 Hearing Process and Timeframes

Preliminary Review

Upon receipt of a complaint or disciplinary report, the Association shall conduct a preliminary review within fourteen (14) calendar days to determine whether there is a case to answer.

Scheduling of Hearing

Where a case proceeds, a disciplinary hearing shall ordinarily be convened within twenty-one (21) calendar days of the preliminary review decision.

Hearing Panel

The hearing shall be conducted by a Disciplinary Committee consisting of not fewer than three (3) impartial members who have no conflict of interest in the matter.

Hearing Procedure

The Committee shall hear the allegations, review documentary and other evidence, hear witnesses where necessary, permit the respondent to respond fully, deliberate in private, and issue a reasoned written decision.

Written Decision

The Committee shall provide a written decision within seven (7) calendar days of the conclusion of the hearing. The decision shall include findings of fact, determination of responsibility, any sanction imposed, reasons for the decision, and details of appeal rights.

12.5 Appeals Process

Stage One Appeal — Appeals Committee

A respondent may appeal a disciplinary decision on one or more of the following grounds:

- Procedural irregularity.
- Error of fact.
- Error in the application of rules.
- Disproportionate sanction.
- Significant new evidence not reasonably available at the original hearing.

A Stage One Appeal must be submitted in writing within seven (7) calendar days of receipt of the disciplinary decision. The appeal shall be heard by an Appeals Committee consisting of at least

three (3) persons who did not participate in the original disciplinary hearing. The Appeals Committee may dismiss the appeal, uphold the appeal, amend the sanction, order a rehearing, or substitute another appropriate decision. A written decision shall be issued within seven (7) calendar days of the appeal hearing.

Stage Two Appeal — Independent Appeals Panel

A party dissatisfied with the Stage One Appeal decision may submit a final appeal within seven (7) calendar days of receiving the Appeals Committee decision. The final appeal shall be determined by an Independent Appeals Panel consisting of at least three (3) individuals who: are not members of the original Disciplinary Committee; are not members of the Appeals Committee; have no actual or perceived conflict of interest; and include at least one individual with legal, governance, or dispute-resolution experience.

The Independent Appeals Panel may confirm the previous decision, set aside the previous decision, vary the sanction, order a new hearing, or make any other order it considers just and appropriate. The decision of the Independent Appeals Panel shall be final and binding on all parties within the Association, subject only to any rights available under the laws of Barbados. The Panel shall issue a written, reasoned decision within fourteen (14) calendar days of the final appeal hearing.

12.6 General Principles

All disciplinary proceedings under this Schedule shall be conducted in accordance with the principles of natural justice, procedural fairness, impartiality, confidentiality, proportionality, and timely resolution of disputes.

Article 13 — Affiliation

The Futsal & Beach Soccer Association of Barbados may affiliate with national, regional, and international bodies that support the development and governance of Futsal and Beach Soccer.

In the event of any conflict or inconsistency between these FABSA rules and the Constitution, regulations, by-laws, directives, or decisions of FIFA, CONCACAF, BFA or any affiliated national body, the Constitution, regulations, by-laws, directives, or decisions of the applicable governing body shall prevail to the extent of such conflict or inconsistency.

Article 14 — Amendments

This Constitution may be amended by a two-thirds (2/3) majority vote at an AGM or Special General Meeting, provided that notice of the proposed amendment is given to all members at least fourteen (14) days in advance.

Article 15 — Dissolution

In the event of dissolution of the FABSA:

- All debts and liabilities shall be settled.
- Remaining assets shall be transferred to another non-profit sporting body within Barbados.
- No assets shall be distributed to individual members.

Article 16 — Adoption

This Constitution was adopted by the Executive of the Futsal Association of Barbados on the 18th day of September 2026.

Signatory Page

We, the undersigned, hereby certify that this Constitution of the Futsal Association of Barbados was duly adopted on September 18th, 2026.

President:

Edwyn Wood *Signature*

Vice President:

Patrina Brathwaite *Signature*

General Secretary:

Pedro McClean *Signature*

Executive Member:

Tonia Deane *Signature*

Executive Member:

Camille Ashby *Signature*