

**TO:** Garland Soccer Association, Board of Directors  
**FROM:** Kimberley Verity, Vice President  
**DATE:** July 31, 2013  
**RE:** **Vote of No Confidence for U6 Director, Heather Dobrott**

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Based on Article III – Directors and Officers, Elections, Terms of Office, Removal and Executive Committee; Section 2.0 ELECTIONS, TERMS OF OFFICE, REMOVAL; subsection 2.3 that reads “*Any member of the Board of Directors may be removed from office by a vote of no confidence in his ability to remain in office and perform the duties thereof*”, I would like to submit a formal complaint and vote of no confidence for the Garland Soccer Association U6 Director, Heather Dobrott.

According to the NTSSA Chapter 11 Code of Ethics/Conduct 11.4 NTSSA Code of Ethics for Executive Committee, State Committee, Members, and Member Association Administrators, we as directors of the Garland Soccer Association are to adhere by the following Code of Ethics:

*“Have respect for the game, players, officials, parents, coaches, member association volunteers and fellow board members and deal with them in a patient, courteous and consistent manner. Criticism channeled through the proper quarter should be educational, constructive, balanced and positive. Under no circumstance should it be demeaning or detrimental to the self respect of the individuals involved. Administrators should be informed and available. As facilitators they should know the right questions, have the ability to elicit the right answers and foster creativity with accountability within their committee or area. Regarding committeemen and other volunteers: they should be praised for time spent and jobs well done; their suggestions welcomed, evaluated and conclusions communicated to them. Abilities should be recognized and encouraged. Above all – courtesy, self control and loyalty. We are role models for the youngest players to the newest association. Our responsibility is to serve them well as we work toward our common goal.”*

Over the past two seasons that Heather has been in office in her position as the volunteer U6 director, the GSA Board has been under direct attack with continuous criticism that has been far from positive. The lack of loyalty to her fellow board members as a whole has, and continues to impede the positive collaboration and direction needed to efficiently operate our organization. As further stated in the above referenced Code of Ethics; “*It is equally important that we remember that we are primarily a service organization and that we treat fellow volunteers as partners with a common goal...*” Heather has not been a team player and does not treat her fellow volunteers as partners. Heather has publicly displayed a blatant disregard for several members of the board; this has been personally demeaning and detrimental to the self respect of the individuals involved. Heather has participated in several malicious attempts to remove our President from office - examples include, but are not limited to: encouraged and supported a vote of no confidence, solicited a new member to GSA to run for President, filed complaint with NTSSA and continues to provide NTSSA with information in an effort to reveal dysfunctions within the organization that are erroneous and not warranted.

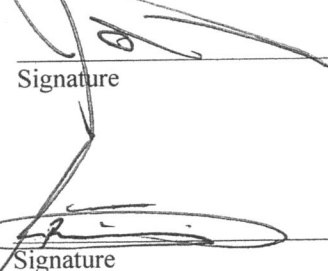
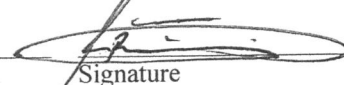
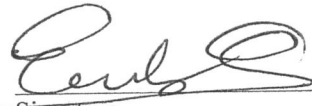
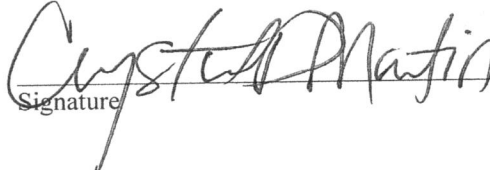
By her own admission, on July 8, 2013, Heather bypassed the chief executive officer and all board members by acting on a decision she made on her own accord without prior and proper board discussion and/or approval. Her information and actions were not factual and could possibly be damaging to the organization, as well as the possible defamation of character to certain individuals inside and outside of this organization. I have also received notification that Heather made an unauthorized attempt, on around July 26, 2013, to gain information from one of GSA’s contracted vendors. A portion of the notification states, “This message is to inform you that we have received a call from Heather Dobrott and she was asking about the account. To maintain the security of the account, we can only accommodate requests or

inquiries from listed contacts on file. Heather Dobrott is not listed as an authorized contact on this account." Heather bypassed our current website committee and all board members and again acted on her own accord without prior and proper board discussion and/or approval before contacting this vendor. Heather has and continues to act outside the realm of her volunteer duties. Our GSA By-law ARTICLE V – Duties of Officer and Directors, Section 2.2 states, "Under 6 through Under 19 League Directors: The League Directors will coordinate the activities of their respective age divisions and will be the liaison between the coaches and the Board of Directors."

Heather most recently shared pertinent information discussed during a board member meeting when a specific request was made to maintain confidentiality based on the sensitivity of the matter – I have been notified in writing by three (3) non board members that this information was shared with them on July 31, 2013. We have had several instances of confidential information being disclosed from board meetings (examples include, but not limited to; who voted how during board meeting(s); a coach's name being publicly mentioned at an age group meeting and negatively altered to include "cheat" in their name when found guilty of violating our rules) and based on the above mentioned incident, it's possible the source is being revealed (or one of – there could be others in collaboration).

It is abundantly clear that Heather is not properly suited for the position in which she was elected. While she may have the kids' best interest at heart, the members of this organization should be made aware of the perpetual unpredictability and negative actions that are endlessly exhibited.

Therefore, Article III – Directors and Officers, Elections, Terms of Office, Removal and Executive Committee; Section 2.0 ELECTIONS, TERMS OF OFFICE, REMOVAL; subsection 2.4 states, "Any three (3) Team Representatives may petition for a vote of no confidence provided that the petition shall be in writing and must be submitted to the Board of Directors. The Board of Directors shall review the petition and submit a copy thereof to all members within fourteen (14) days of receipt of same." Please find the needed signatures below. It is my intent that this petition be reviewed at the next scheduled board meeting scheduled on Monday, August 5, 2013.

<u>James Hearr</u> Printed Name	 Signature	<u>8-3-13</u> Date
<u>Pivies 05</u> Team Affiliation		
<u>Juan Ramirez</u> Printed Name	 Signature	<u>8-3-13</u> Date
<u>GOLDEN LIONS U12B</u> Team Affiliation		
<u>Eric Quintana</u> Printed Name	 Signature	<u>8-3-13</u> Date
<u>Arcenal FC U4B</u> Team Affiliation		
<u>Crystal D Martin</u> Printed Name	 Signature	<u>8-4-13</u> Date
<u>Wolverines U4B</u> Team Affiliation		