

Bylaws of the South Side Athletic Organization

Adopted and approved in February 2024

Mission Statement

South Side Athletic Organization's mission is to pursue becoming the leading youth recreational softball/baseball organization of Beaver County and Western PA. We aim to foster the growth of every young athlete's skills, establishing a strong foundation of dynamic players eager to progress through the sports ranks in our athletic programs at South Side Middle and High School.

Our Values

The South Side Athletic Organization values the development of every player's character, heart, respect, inspiration, safety and teamwork through the following actions of all community members:

Character Building – Develop and strengthen positive traits while integrating self-confidence and independence to become the best version of themselves.

Heart – Care about what you do (Actions), Care about the relationships you form (Impact), Bring passion and drive to be the best at what you do (Attitude).

Respect – Treat others like you want to be treated (Parents, Teammates, Coaches, Opposing Peers, Umpires).

Inspire – Lift each other up showing strength in a positive manner.

Safety – Always be aware of unsafe actions or safety issues. Everyone is responsible to identify, stop, and correct any safety issues that arise. If you see it, you own it!

Teamwork – Working together toward a common goal. Share, respect, and embrace diversity of thought. Understand our customers.

Focus

Our focus is on serving our community customer base: our parents and players. We look to provide an environment where coaches, parents and players are working together as ONE TEAM. As we all follow our mission statement and values, together we can improve our programs, increase recruitment, enjoy our kids, and cultivate a love for the game.

Article I - Organization

Section 1.1 - Name

This organization upon adoption of this constitution shall be known as South Side Athletic Organization. (Hereinafter sometimes referred to as SSAO)

Section 1.2 – Statement Purpose

The purpose of SSAO is to provide recreation through organized sports programs for children ages 4 through 17. Our responsibility is to teach the children the basic skills of their sport and to install an understanding of good sportsmanship.

Section 1.3 – Mailing Address

The mailing address of SSAO shall be P.O. Box 194, Hookstown, PA 15050

Section 1.4 – Fiscal Year

The fiscal year of SSAO shall end on December 31st of each year, or on such other date as may be fixed by resolution of the Executive Board.

Article II -Members

Section 2.1 – Membership

Parents and/or guardians of children registered to play within the SSAO organization, Active Coaches, and Active Volunteers associated with SSAO shall be General Members of the Organization. Parent and/or Guardian General Membership will begin the month their child is registered to play and when all outstanding financial obligations to SSAO have been met. Parent and/or Guardian membership will remain valid for the remainder of the fiscal year. An active coach, that is not a parent/or guardian, will obtain General Membership beginning the month in which they have been selected as a coach, and their membership will be valid for the remainder of the fiscal year.

An Active Volunteer is a member of the community that does not currently have a child registered to play with SSAO, however, they are volunteering their time to benefit the SSAO board and/or an active member. Any person requesting to become an Active Volunteer must submit in writing their intent to the SSAO organization. Upon board approval, Active Volunteer Membership will begin the month in which they begin volunteering and remain active for one fiscal year.

General Membership shall entitle each member to:

- attend regular monthly meetings,
- request a copy of the by-laws
- have voting rights for the annual elections if voting requirements have been met

Annual voting privileges are only granted if an individual member has attended at least half of the general monthly meetings between the annual election cycle in which they are active members. If attendance is less than 3 meetings, the members will not be allowed to vote during the annual elections.

General Membership does not permit voting privileges during general monthly meetings unless the member is an elected SSAO board member.

Article III -Board Members

Section 3.1 – Authority

Subject to the rights of the Members and any limitations set forth elsewhere in these bylaws, the affairs of SSAO shall be under the general direction of the SSAO Board which shall administer, manage, preserve, and protect the property of SSAO.

The SSAO Board shall meet at least, but not limited to, once each month. A quorum for conducting business at a meeting can be no less than nine (9) voting board members and at least four of the nine members are executive board members. . Each member of the Board gets the authority to cast one vote. A motion may pass if and only if a majority vote of quorum exists. The President of the SSAO Board will only cast a vote in the event of a tie.

Section 3.2 – Number and Term

The SSAO Board consists of two sets of Officers:

A. Executive Officers

1. President
2. Vice President
3. Secretary
4. Treasurer
5. Baseball Commissioner
6. Softball Commissioner
7. T-Ball Commissioner
8. Technology Commissioner

B. Committee Officers

1. Field and Building Manager
2. Field and Building Scheduler
3. Concession Stand Manager
4. Sponsorship, Pictures, and Trophies (SPT) Manager
5. Fundraising Manager
6. Equipment Manager
7. Sportsmen Bash Manager
8. Communications Manager
9. Uniform Manager
10. Registration Manager
11. Tournament Director

Each Officer shall serve for a term of one (1) year and until his successor has been selected and qualified or until his/her death, resignation, or removal. The Office of the President is elected for a term of two (2) years.

Section 3.3 – Nominations and Elections

Nominations will be taken at the August and September general meeting. Elections will be held at the October general monthly meeting. All nominations must be on the ballot prior to the beginning of the October general monthly meeting.

SSAO Members shall elect, or refuse to elect, each person so nominated, but may not elect any person not so nominated. If the members do not elect one or more of the nominated persons, the SSAO Board or nominating committee shall subsequently present to SSAO members, a new nomination(s) for the position(s) for election or refusal to elect in the same manner until all vacancies

are filled. Newly elected board members shall take office at the conclusion of the October annual voting meeting.

If for any reason the person holding the office of President shall not be nominated or selected to succeed herself/himself in office, the Vice President shall be nominated to be President unless he/she is unwilling or unable to serve. If the Vice President is unable or unwilling to accept nomination and/or serve, any member of the current SSAO Board shall be nominated and/or elected. If and when a current SSAO Board member is unable or unwilling to be nominated and/or serve, any current member of the SSAO organization can be nominated and elected to the position of President.

Individuals holding Executive and Committee positions can be nominated and elected to the same position in consecutive years. The same person may not be elected to hold more than one Executive Board position. Executive Board members can not reside in the same household, or have or intend to have a legal union.

In the event that the annual voting committee has an even number of members, the president's vote will be considered the tie breaker vote. All members, including the president will cast their ballots at the same time. All ballots with the exception of the Presidents will be tallied. In the event of a tie, the President's vote will be counted, breaking the tie.

Section 3.4 – Vacancies

Vacancies occurring on the Board by death, resignation, and refusal to serve or otherwise, shall be filled by a majority vote of the SSAO Board during a special election at an upcoming monthly or special board meeting. In the event that an executive board position is unable to be filled, the remaining members of the executive board will assume the vacant responsibilities until the position is filled. All efforts will be made to fill vacant board positions each year. In the event that a board position remains vacant, the executive board members will fulfill the responsibilities of the position.

Section 3.5 – Compensation

No compensation shall be paid to any SSAO Board member for services as a board member.

Section 3.6 – Rules and Regulations

The Board may adopt rules and regulations consistent with these bylaws for the administration and conduct of the affairs of SSAO and may alter, amend, or repeal any such rules or regulations adopted by it. Such rules and regulations may be amended by a majority vote of the Board where a quorum is present.

Section 3.7 – Removal

Member(s) seeking the removal of a board member shall notify the President in writing stating just cause of the removal. A Board member may be removed from the board for cause by a majority vote of the remaining board members at a meeting, at which a quorum is present, provided the board member is given the specific reason for removal. Cause shall mean any action or inaction, which in the sole discretion of the board or members, as the case may be, materially and adversely affects or may affect SSAO or its reputation.

Article IV – Job Descriptions

A. Executive Officers

President

The office of the President shall entail the responsibilities of conducting all meetings in accordance with “Robert's Rules of Order”, and of serving as chairperson of all related SSAO activities unless otherwise designated by the President. He or she will represent the league as spokesperson and shall bear the responsibility of representing the league in the community.

Vice President

The office of the Vice President shall include the responsibilities of the President in the event of the President’s absence. The Vice President shall sit in on all special committees. The Vice President will support all other executive and committee board members.

Secretary

The office of the Secretary shall include the responsibilities of recording concise and accurate minutes of each meeting and making copies of the minutes available to board members and the public when requested. The Secretary will coordinate all meeting physical and virtual meeting locations and times. The Secretary will work closely with the Communication Manager to assist and keep records of paper and digital announcements. The Secretary will work closely with the Technology Commissioner to keep accurate records of registrations. The Secretary will work closely with the Treasurer on signup fees and other organizational registration rosters. The Secretary will maintain and keep accurate records on the SSAO Cloud Account. The Secretary will also be responsible for maintaining all volunteer clearances, concussion training certificates, and/or other documents that are required.

Treasurer

The office of Treasurer shall command the responsibilities of maintaining all financial affairs of SSAO. The Treasurer is authorized to receive all monies and make deposits in the name of and to the credit of SSAO at the Financial Institution designated by the SSAO Board. The Treasurer shall issue all payments and write checks to settle debts approved and incurred by the SSAO Board. Payments not previously approved will require approval by the SSAO Executive Board prior to payment. The Treasurer is responsible for keeping full and accurate records for the receipt and disbursement of all monies of SSAO in books belonging to SSAO. The Treasurer will present such records at each monthly board meeting and as requested by any member of the SSAO executive board. The Treasurer shall prepare an annual budget at the beginning of each fiscal year for submission and approval to the SSAO board. The Treasurer shall make an annual mid-year financial report to the Officers at the July monthly meeting. An annual audit of financial records must occur before the end of each fiscal year. The qualified internal auditor must be designated and approved by a majority vote of the SSAO Board during the October board meeting. The internal auditor will provide a written report to the SSAO board by the December monthly board meeting. The Treasurer assures that financial and tax reports are prepared and filed as required by law. The Treasurer will work closely with the organizers of the registration process and all fundraising activities.

Baseball Commissioner

The Baseball Commissioner will plan and coordinate all facets of SSAO’s baseball program which includes the Pinto, Mustang, Bronco, Pony, and Colt divisions. The Baseball Commissioner will present plans that will improve the player experience to the Board for majority approval. This includes but is not limited to various playing leagues, clinics (players & coaches), equipment needs, all-star teams and formats, tournaments, etc. The Commissioner will attend or send a qualified

representative to all sanctioned league meetings for the various programs and report their findings back to the Board. The Baseball Commissioner will be a liaison between parents and coaches. They shall receive all complaints between parents and coaches and attempt to settle the complaints. If needed, the complaint shall be escalated to the Board. All board decisions are final.

Softball Commissioner

The Softball Commissioner will plan and coordinate all facets of SSAO's softball program including 8u, 10u, 12u and 14u, 16u, 18u, and present plans to the Board for majority approval. This includes but is not limited to various playing leagues, clinics (players & coaches), equipment needs, all-star teams and formats, tournaments, etc. The Commissioner will attend or send a qualified representative to all sanctioned league meetings for the various programs and report their findings back to the Board. The Softball Commissioner will be a liaison between parents and coaches. They shall receive all complaints between parents and coaches and attempt to settle the complaints. If needed, the complaint shall be escalated to the Board. All board decisions are final.

T-Ball Commissioner

The T-Ball Commissioner will plan and coordinate all facets of SSAO's T-Ball program including the creation and maintenance of the T-Ball game schedule and present plans to the Board for majority approval. This includes but is not limited to various playing leagues, clinics (players & coaches), equipment needs, all-star teams and formats, tournaments, etc. The Commissioner will attend or send a qualified representative to all sanctioned league meetings for the various programs and report their findings back to the Board. The T-Ball Commissioner will be a liaison between parents and coaches. They shall receive all complaints between parents and coaches and attempt to settle the complaints. If needed, the complaint shall be escalated to the Board. All board decisions are final.

Technology Commissioner

The Technology Commissioner shall command the responsibility of all technology-related software and hardware including but not limited to Blue Sombrero/Sports Connect software, building cameras, building camera software, building WIFI to ensure the proper function of registration, financial records, and any other necessary virtual records needed for official SSAO business. The Technology Commissioner shall command the operation of the SSAO website updating the posted information as needed and working closely with the Communications Manager to ensure official SSAO communications are posted on the SSAO website. The Technology Commissioner shall work closely with the Registration Manager to ensure the proper operation of Blue Sombrero/Sports Connect software as it relates to player registration and payments. The Technology Commissioner will use the software for team creations, and other necessary business as it relates to the proper function of the SSAO organization. The Technology Commissioner shall be responsible for the management of SSAO Hanover Building cameras, internet, and other technology related to the proper function of the SSAO organization.

B. Committee Officers

Field & Building Manager

The Field & Building Manager has the responsibility to coordinate and ensure the fields for the start and close of the seasons. This includes coordinating Open/Close Field Day, installing the home plates, pitching rubbers, and base inserts with accurate distances as well as ensuring each field's job box has the necessary equipment to support the ball teams. The Field & Building Manager works directly with Dura Edge to maintain proper field maintenance. The Field & Building Manager also works directly with the designated township representatives to accomplish all playing field needs. The Field & Building Manager will present all needs and pricing options to the Board for majority vote

approval. The Field & Building Manager will also work in conjunction with the Field & Building Scheduler to make sure the fields are in proper playing form for scheduled games and has the final say in the postponement of practices and games as necessary. The Field & Building Manager will also work in conjunction with the Equipment Manager to ensure each field has the proper amount of bases (fixed position and staked), field liners, lime, tape measures, etc. The Field & Building Manager will also make recommendations to the Board on a field designation strategy (baseball, softball, & t-ball) for majority approval.

Other responsibilities include but are not limited to

- Maintenance of machinery related to the proper function of fields
- Maintenance of dragging and aerating equipment
- Inventory and purchase of lime and field dry
- Recommending and adding dirt to the fields
- Providing a stockpile of dirt to patch the fields at each field location
- Dragging the fields if and when permitted by the townships
- Cutting the grass if and when permitted by the townships
- Weed whacking if and when permitted by the townships
- Maintenance of backstops
- Maintenance of fences
- Inventory of shovels, rakes, buckets, wheelbarrows, etc.
- Adding/removing pitcher mounds on designated fields.

Field & Building Scheduler

The Field & Building Scheduler is responsible for creating and managing field and building schedules, including but not limited to winter work practices, team practices, and games for SSAO teams, individual and community use of the Hanover Building, South Side Area School District facilities, Hanover Township fields, and Green Township fields. The Field & Building Scheduler must maintain an open line of communication with the Township and South Side Area School District representatives to ensure fields and facilities are reserved and used in accordance with their rules and regulations.

Concession Stand Manager

The Concession Stand Manager has the responsibility of preparing the stand for the start of the season. They will make recommendations to the board for any changes to be made to the concession stand. They shall do all of the buying for the stand and turn in all receipts to the Treasurer. They will coordinate with Head Coaches and schedule people to work the stand and collect all monies involving the concession stand.

Sponsorship, Pictures, and Trophies (SPT) Manager

Sponsorship: The SPT Manager shall distribute sponsorship letters to local businesses soliciting team sponsorship prior to each spring, summer, and fall season as needed. The SPT Manager will work closely with the Treasurer to coordinate the collection of sponsorship monies. The SPT Manager will be the liaison between team sponsors and the SSAO board.

Pictures: The SPT Manager shall secure at least three (3) bids from local photographers and submit them with recommendations to the Board for their approval. These bids should include pricing, delivery, and processing time required. They shall also work with the board and the Uniform Manager to ensure that pictures are completed as early in the season as possible. They must deliver order forms with information of picture dates, times, and prices to all coaches for distribution to their players. They will assist the photographer with scheduling on picture day. When pictures arrive, they shall arrange a pickup date and time with the coaches.

Trophies: The SPT Manager shall work with the T-ball, Softball, and Baseball Commissioners to coordinate and order and distribute trophies for players prior to the conclusion of seasons. The SPT Manager shall work with Softball, and Baseball Commissioners to coordinate and order and distribute trophies for players on a Championship team as needed.

Fundraiser Manager

The Fundraising Manager shall be responsible for all revenue-generating activities for the organization, including but not limited to the SSAO Merchandise sales, Night at the Races, Fundraisers, etc. The Fundraising Manager will work closely with the SPT Manager and assist with sponsorship packages as needed.

Equipment Manager

The Equipment Manager shall be responsible for maintaining that all teams have adequate equipment for the fall, spring, and summer seasons. The Equipment Manager will be responsible for inventorying, distributing, collecting, and maintaining accurate records of which SSAO members have SSAO equipment at all times. At the beginning and conclusion of the spring, summer, and fall seasons the Equipment Manager supplies a current list of all equipment on hand, checked out to coaches/teams, quantity, and condition at the monthly board meetings. The Equipment Manager shall be responsible, upon approval of the Board, for the purchase of additional or replacement equipment.

Sportsman Bash Manager

The Sportsman Bash Liaison will work with members of the Hookstown sportsman bash, attend regular meetings, and report to the board updates throughout the year as needed.

Communications Manager

The Communications Manager is responsible for the creation, strategy, distribution, and implementation of public communication activities that include but are not limited to newsletters, email announcements, website materials, paper handouts, and general marketing communication materials. The Communications Manager shall be responsible for maintaining, coordinating, positing, and answering all Social Media announcements and messages. The Communications Manager is responsible for maintaining distribution lists of active and current members of SSAO. The Communication Manager works closely with the Technology Commissioner and Secretary. The Communications Manager will also communicate directly and represent SSAO at all Greene, Hanover, Shippingport, and South Side School board meetings as necessary to ensure the proper function of SSAO business.

Uniform Manager

The Uniform Manager shall secure at least three (3) bids from businesses able to provide uniforms to the SSAO organization. These bids should include pricing, delivery, and processing time required. The Uniform Manager shall see that all children have appropriate uniforms as defined by the SSAO board each season. They shall be responsible for the purchase and distribution of approved uniforms to all players. The Uniform Manager shall work closely with all Commissioners and the Secretary to receive the current roster and team lists. They shall also work with the board and the SPT Manager to ensure that uniforms are ordered as early in the season as possible for team pictures. At the conclusion of the fall season, the Uniform Manager shall supply a current list of all uniforms on hand, quantity, and condition (if applicable). They shall be responsible for the purchase of additional or replacement uniforms and distribution of the provided uniform to all players.

Registration Manager

The Registration Manager is responsible for opening and closing online registration through the Board approved system and will also coordinate an in-person registration for each season. The Registration Manager will provide the Board with all appropriate reports necessary for the operation of each season.

Tournament Director

The Tournament Director will be responsible for coordinating all aspects of a SSAO hosted tournament including but not limited to, coordination of volunteers, securing umpires, managing equipment and facilities. The Tournament Director must work closely with the Communication Manager, Concession Stand Manager and Field and Building Manager for the successful operation of a tournament. This position can be split into a Softball Tournament Director and a Baseball Tournament Director.

Article V -Committees

Section 5.1 – Committees

Multiple Committees will be needed for the proper operation of SSAO as outlined by these bylaws.

Executive Committee: The Executive Committee will be comprised of those individuals serving on the Executive Board

Annual Nomination Committee: The Annual Nomination Committee will be composed of all members of the SSAO Board and those General Members that have met the required monthly meeting attendance requirements.

Coach Selection Committee: This committee is outlined in Section 11.4 Selection of Head Coach

Drafting Committee: This committee is outlined in Section 12.3 Player Draft

SSAO reserves the right to establish other standing ad hoc committees, as the board may deem advisable in the administration and conduct of the affairs of SSAO. All committees of the board shall meet as necessary to accomplish their goals. Each committee may adopt its own rules of procedure not inconsistent with these bylaws.

Section 5.2 – Limitation of Power of Committee

No committee shall have any power or authority as to the following:

1. Amendment or repeal of any resolution of the board
2. Action on matters committed by the bylaws or a resolution of the board to another committee of the board.

Article VI - Personal Liability of SSAO Board Members

Section 6.1 – Director’s Personal Liability

A board member of SSAO shall not be personally liable for monetary damages for any actions taken, or any failure to take action, provided however that this provision shall not eliminate or limit the liability of a board member to the extent that such elimination or limitation of liability is expressly prohibited by applicable law including 15 Pa C.S.A 5713 (b) as in effect at the time of the alleged action or failure to take action by such board member.

Section 6.2 – Preservation of Rights

Any repeal or modification of this article by SSAO shall not adversely affect any right or protection existing at the time of such repeal or modification to which any director or former director may be entitled under this article. The rights conferred by this article shall continue as to any person who has ceased to be a board member of SSAO and shall insure the benefit of heirs, executors, and administrators of such person.

Article VII - Indemnification

Section 7.1 – Mandatory Indemnification of Directors and Officers

SSAO shall indemnify, to the fullest extent now or hereafter permitted by law, (including but not limited to the indemnification provided by Chapter 57, Subchapter D of the NPCL) each board member or officer (including each former director or officer) of SSAO who was or is made a party to, or witness in or is threatened to be made a third party to a witness in any threatened, pending, or completed action, suit or proceeding whether civil, criminal, administrative, or investigative, by reason of the fact that he is or was an authorized representative of SSAO, against all expenses (including attorney's fees and disbursements), judgments, fines (including excise tax and penalties) and amounts paid in settlement actually and reasonably incurred by him in connection with such action, suit or proceeding.

Section 7.2 – Mandatory Advancement of Expenses to Directors and Officers

SSAO shall pay expenses (including attorney's fees and disbursements) incurred by a board member of SSAO in Section 7.1 hereof in defending or appearing as a witness in any civil or criminal action, suit, or proceeding described in Section 7.1 hereof in advance of the final disposition of such action, suit, or proceeding. The expenses incurred by such board member shall be paid by SSAO in advance of the final disposition of such action, or suit, proceeding only upon receipt of an undertaking by or on behalf of such director or officer to repay all amounts advanced if it shall ultimately be determined that he is not entitled to be indemnified by SSAO as provided in Section 7.4 hereof.

Section 7.3 – Permissive Indemnification and Advancement of Expenses

SSAO may as determined by the Board and/or its Advisors from time to time, indemnify to the fullest extent now or hereafter permitted by law, any person who was or is a party to or a witness in or is threatened to be made a party to or a witness in, or is otherwise involved in, any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, by reason of the fact that he is or was an authorized representative of SSAO, both as to the action of his official capacity and as to action in another capacity while holding such office or position, against all expenses (including penalties), and amounts paid in settlement actually and reasonably incurred by him in conjunction with such action, suit or proceeding. SSAO may as determined by the board from time to time, pay expenses incurred by any such person by reason of his participation in an action, suit, or proceeding upon receipt of an undertaking by or on behalf of such person to repay such amount if it shall ultimately be determined that he is not entitled to be indemnified by SSAO as provided by Section 7.4 hereof.

Section 7.4 – Scope of Indemnification

Indemnification under this article shall not be made by SSAO in any case where a court determines that the alleged act or failure to act giving rise to the claim for the indemnification is expressly

prohibited by Chapter 57, Subchapter D of the NPCL or any successor statute as is in effect at the time of such alleged action or failure to take action.

Section 7.5 – Miscellaneous

Each director and officer of SSAO shall be deemed to act in such capacity in reliance upon such rights of indemnification and advancement of expenses as are provided in this article. The rights of indemnification and advancement of expenses provided by this article shall not be deemed exclusive of any rights to which any person seeking indemnification or advancement of expenses may be entitled under any agreement, the vote of disinterested directions, statute, or otherwise, both as to action in such person's official capacity and as to action in another capacity while holding such office or position, and shall continue as to a person who has ceased to be an authorized representative of SSAO and shall inure to the benefit to the heirs, executors, and administrators of such person. Indemnification and advancement of expenses under this article shall be provided whether or not the indemnified liability arises or arose from any threatened, pending, or completed action by or in the rights of SSAO.

Section 7.6 – Dissolution

Upon the dissolution of the organization, the Board of Directors or governing staff shall, after paying or making provision for the payment of all of the liabilities of the corporation or organization, dispose of all the assets of the organization in such a manner, or to such organization organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization under section 501(c)3 of the Internal Revenue Code of 1954 (or corresponding provision of any future United States Internal Revenue Law), as the Board of Directors or governing staff shall determine. Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the corporation or organization is then located, exclusively for such purposes as said Court shall determine, which are organized and operated exclusively for such purposes.

Section 7.7 – Organization Non-Profit

The organization is organized exclusively for charitable, religious, educational, and/or scientific purposes under section 501(c) (3) of the Internal Revenue Code.

Upon the dissolution of the organization, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c) (3) of the Internal Revenue Code, or shall be distributed to the Federal government, or to a state or local government, for a public purpose.

We agree that no part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other activities not permitted to be carried on (a) by an organization exempt from federal income tax under section 501(c) (3) of the Internal Revenue Code, or (b) by a corporation, contributions to which are deductible under section 170(c) (2) of the Internal Revenue Code.

Article VIII - Restrictions Regarding the Operations of SSAO Administration of Funds

Section 8.1 – No Private or Political Beneficiaries

In keeping with the statement of purpose of SSAO as set forth in its Articles of Incorporation, no part of the earnings or assets of SSAO shall ensure the benefit of any private individual, and no substantial part of the activities of SSAO or of any recipient of its funds shall be used for lobbying, and SSAO shall not engage in any political activities on behalf of or in opposition to any candidate for public office.

Section 8.2 – No Violation of Purpose

In no event and under no circumstances shall SSAO Members, SSAO Board, and/or its Advisors make any distribution or expenditure, engage in any activity, hold any assets, or enter into any transaction whatsoever the effect of which under applicable Federal Laws then in force will cause SSAO to lose its status as an organization or violate lease agreements to which contributions are deductible in computing the net income of the contributor for purposes of federal income taxation.

Section 8.3 – Miscellaneous

No expenditure in excess of one hundred dollars (\$100.00) shall be made by or on behalf of any one SSAO member, the SSAO Board, and/or its Advisors. Any expenditure in excess of one hundred dollars (\$100.00) must be approved by a quorum vote of the SSAO Board.

Article IX - Amendments to the Articles or ByLaws

Section 9.1 – Authority and Notice

These bylaws may be amended, repealed, or suspended, in whole or in part only by a two-thirds vote of the SSAO Board at a duly called meeting of the SSAO Board. Proposals to amend or repeal the bylaws can be made by any member of the SSAO. Such requests must be made in writing and submitted to the Secretary of SSAO sufficiently in advance of the meeting.

Article X - Miscellaneous

Section 10.1 – Human Relations

SSAO is an organization that is unbiased with respect to sex, creed, religion, and national origin.

Operational ByLaws of The South Side Athletic Organization

Article XI - Coaches

Section 11.1 – Head Coach Responsibilities

The Head Coach's responsibility is to ensure a fair and equitable learning experience for their players. To create that environment, the Head Coach shall where applicable, meet the following requirement:

1. Select up to three Assistant coaches after the drafting of teams and inform the respective Commissioner of their choice.
2. Obtain all necessary state and federal clearances as defined by the State of Pennsylvania and any requirements of the SSAO and submit them to the Secretary prior to the start of the first season practice.
3. Obtain the necessary training as defined by the insurance company of SSAO and the SSAO Board as well as submit them to the Secretary prior to the start of the first season practice.
4. Attend at least two SSAO monthly meetings during a fiscal year.
5. Attend all the coaches' meetings as set by the appropriate commissioner.
6. Establish communication between the Building & Fielder Scheduler to schedule team practices.
7. Maintain communication with Parents/guardians of players regarding but not limited to, team pictures, practices, games, concession stand duties, and other SSAO business.
8. Reschedule games in accordance with the league rules.
9. Maintenance of fields as directed by the Field and Building Manager.
10. Dragging fields prior to and/or at the conclusion of field usage as directed by the Field and Building Manager.
11. Liming or lining the fields as directed by the Field and Building Manager.
12. Maintaining job boxes and refilling supplies.
13. Disposing of field garbage cans to the dumpster at the end of each game.
14. Reporting any field concerns to the Field and Building Manager.
15. Collecting fundraiser monies from all of their players and turning it in as needed.
16. Distribution of pictures.
17. Know where all SSAO medical equipment is housed in the event of an emergency.
18. Keep accurate stats on players as determined by the SSAO board.
19. Calling in all scores as determined by the appropriate league requirements.
20. Be familiar with the rules and regulations of the SSAO organization, Pony Baseball, Inc., and/or USA Softball.
21. Maintain proper care of all SSAO equipment and Building Property.
22. Check out and return all Team Equipment as designated by the Equipment Manager.
23. Ensure that all players and parents have signed the Player and Parent Code of Conduct

A Head Coach will be determined a Coach in good standing at the conclusion of each season based on but not limited to their ability to meet the requirements stated above.

Section 11.2 - Assistant Coach Responsibilities

The Assistant Coach's responsibility is to ensure a fair and equitable learning experience for their players. To create that environment, the Assistant Coach shall where applicable, meet the following requirement:

1. Obtain all necessary state and federal clearances as defined by the State of Pennsylvania and any requirements of the SSAO and submit them to the Secretary prior to the start of the first season practice.
2. Obtain the necessary training as defined by the insurance company of SSAO and the SSAO Board as well as submit them to the Secretary prior to the start of the first season practice.
3. Assist the Head Coach with their responsibilities
4. Represent the Head Coach in their absence

Assistant Coach will be determined a Coach in good standing at the conclusion of each season based on but not limited to their ability to meet the requirements stated above. (See Addendum #1)

Section 11.3 Coach Selection Committee

The coach selection committee is responsible for the selection of Head Coaches at all levels for Tball, Softball and Baseball for the Spring, Summer, and Fall Seasons. The coach selection committee will be composed of all SSAO Executive Board Members (President, Vice President, Secretary, Treasurer, Tball Commissioner, Softball Commissioner, Baseball Commissioner and Technology Commissioner) and three General Members; one member from Tball, Softball and Baseball.

The President and Vice President will choose the General Members Representatives. The General Member Representatives must not have petitioned to be a Head or Assistant Coach. The General Members can not be related to anyone that is being considered for a Head Coaching position. If a general member is unable to be obtained prior to the coach selection meeting, the vote will still occur in their absence.

The President will oversee the process and serve as a tie breaker vote when needed. In the event of an even number of committee members, the President will cast a vote. The Vice President will serve as the committee head and tally votes with the secretary. The Secretary will prepare ballots, record the meeting and tally votes with the Vice President.

The Coach Selection Committee will meet prior to the start of the spring, summer and fall seasons with the purpose of voting on a Head Coach for each division that is eligible to form a team. The initial meeting will take place in person at a time and place determined by the President or Vice President.

A coach selection committee member that is related in any way to a person who has petitioned to be a head coach or who has petitioned to be a head coach themselves, is not eligible to cast a vote for a Head Coach at their respective division.

At the conclusion of the coach selection committee, the Coach Selection Committee will inform all Head Coaches of their approval as well as all individuals that are eligible and petitioned to serve as Assistant Coaches. All individuals that have not been selected as a Head Coach will automatically be considered eligible to serve as an Assistant Coach. At the conclusion of each season, the coach selection committee will determine if the Head Coach is a coach in good standing.

Section 11.4 – Selection of Head Coach

Individuals may petition the board of SSAO to serve as a Head coach when registering their child to play, by submitting a written letter to the SSAO board or voicing their consideration at the January board meeting for the spring season or the July monthly board meeting for the fall season and prior to the announced Coach Selection Committee meeting. All Star Team Head Coaches will use processes established in Section 12.5.

Individuals wishing to serve as a Head Coach must have unexpired clearances or clearances in process prior to the Coach Selection Meeting. In the event that more head coaches have petitioned to serve as head coach than there are eligible teams, they will be notified as soon as possible prior to the coaching selection committee meeting and asked to submit a Coach's Letter of Intent (outlined in Addendum # 4) for the Coach Selection committee to review.

In the event that the number of petitions received is less than the number of needed teams at the time of the coach selection voting meeting, the respective commissioner will work to nominate an eligible general member and that member will be approved to serve as a Head Coach at the next monthly board meeting by the SSAO Board.

At the conclusion of the coach selection committee, a member of the executive board will inform all Head Coaches of their approval. All individuals that have not been selected as a Head Coach will automatically be considered eligible to serve as an Assistant Coach. At the conclusion of each season, the coach selection committee will determine if the Head Coach is a coach in good standing.

All coaching decisions made by the Coach Selection Committee decisions are final. A coach in good standing with the league shall remain in consideration as a Head Coach for each spring and/or fall season, however, they must state their intent for each season.

Section 11.5 – Selection of Assistant Coaches

Individuals may petition the board of SSAO to serve as an Assistant Coach when registering their child to play, by submitting a written letter to the SSAO board or voicing their consideration at the January monthly board meeting for the spring season or the July monthly board meeting for the fall season.

At the conclusion of the Coach Selection Committee Meeting, Head Coaches will be informed of all individuals that have petitioned to serve as an Assistant Coach.

A coach in good standing with the league shall remain in consideration as a Head or Assistant Coach for each spring and/or fall season, however, they must state their intent.

Section 11.6 – Conduct of Coaches

All coaches will be monitored by the SSAO Board to ensure they:

1. Act with and encourage fairness and sportsmanship among players and parents.
2. Interact with players in a positive manner.
3. Communicate with parents.
4. Comply with SSAO policies and procedures.
5. Submit clearances and training certificates prior to the 1st team practice.
6. Do not use tobacco and alcohol products on or near the fields during games and practices.

All Head and Assistant Coaches will be asked to sign a Coaching Code of Conduct each Spring and Fall Season. Coaching Code of Conduct can be found in Addendum #5.

While the mission of the SSAO board is to improve the quality of SSAO coaching, through constructive suggestions, the board shall also have the power to admonish coaches who fail to behave responsibly. Further, the board shall make decisions on the reaffirmation or dismissal of coaches.

All Head Coaches and Assistant Coaches will be determined as a Coach in Good Standing at the conclusion of each season based on their ability to meet the requirements stated in Sections 11.1, 11.2, 11.3, and/or 11.7. (See Addendum #1)

Article XII - Registration and Team Selection

Section 12.1 – Sign Ups

The SSAO will conduct sign-ups for children desiring to participate in the SSAO. These sign-ups will be conducted online via the designated registration software. All athletes will be registered in the appropriate age division as determined by the rules and regulations of the leagues to which we belong. Athletes wishing to sign up after the close of registration will only be considered based on team need and the SSAO Executive Board vote.

Any athlete wishing to be rostered on a team must be registered via the SSAO online registration system and pay the appropriate fee for their division. Only players rostered on a team will have a uniform ordered and distributed by the Uniform Manager. A player will only be considered an Active Player when they are registered, have the appropriate uniform, and have met any and all financial obligations.

The only exceptions to this rule will be if a commissioner is actively seeking players to round out an age group and if a new player moves to a community prior to the season. The SSAO Board has the final say in the matter due to the nature of the timing.

Section 12.2 – Equipment and Uniforms

It is mandatory that all children wear all required and issued equipment and uniforms. Refusal to do so will result in the removal from the playing field until the requirements are met. Any proposed variances to the standard league uniform must be presented to and approved by a majority vote of the SSAO Board and documented in the minutes of that meeting.

Section 12.3 – Player Draft

When the number of players warrants two or more teams, every player registered with SSAO will be rostered on a team based on a draft. Drafts will be conducted in person by the Head Coaches, and a Drafting Committee. The Drafting Committee will be the Baseball, Softball, and Tball Commissioners, Vice President, and President. The Secretary will be in attendance to record the event. At least one member of the Drafting Committee must not be associated with any player currently being drafted. If every member of the Drafting Committee is associated with a player on a team being drafted, a general member at large will be asked to witness the process. Individuals who have petitioned to be a Head or Assistant Coach but not selected to serve as a Head Coach are not permitted to attend the draft.

The Drafting committee is responsible for ensuring the draft process is followed correctly and teams are balanced. If a Drafting Committee member is also a Head coach, the other members of the Drafting Committee will ensure that the process and teams are fairly selected. Unresolved draft conflicts will be determined by the Executive Board immediately. All Executive Board decisions are final.

Parents may request a particular coach by submitting a written request to a member of the executive board before the draft date. Each request will be considered individually, however, the requests can not be guaranteed. Head Coaches will be informed of all written requests at the draft or before the draft.

Any player wishing to play in an age bracket that is higher than their exact qualified playing age will be subject to the approval of the child's parent, the approval of the Head coach(es) of the division that the child wishes in, the approval of the Head Coach(es) of the division that child wishes to leave, and approval of the Executive Board. All four parties must be in agreement for the child to play in a higher age bracket. If the four parties disagree with the movement, the child shall remain at the age-appropriate division.

The process of the draft is outlined in Addendum #2 Drafting of New Players.

Section 12.4 – Baseball / Softball Team Maximums

The rules for league play are set up by the host league. The host league will decide the maximum number of players on each team. If SSAO signups exceed the number but are not enough for the formation of another team, a tryout will be given. Tryouts will occur through an outside third party that is not associated with SSAO nor is a relative of a coach or a player. (See Addendum # 3)

Section 12.5 – All Star Team Selection

SSAO encourages its participants to partake in summer tournament play at the conclusion of the regular spring season All baseball and softball divisions 8U and older are eligible to create one All Star Team per division consisting of 10 regular players and up to 4 alternate players.

The Spring Season Head Coach(es) at each division wishing to establish an All Star team must state their division's intent to the respective commissioners and the SSAO board on or before the Tuesday after Memorial Day of the current year.

Mutual agreement between the Spring Head Coaches and all Assistant Coaches will decide the top ten (10) divisional players that will be considered the regular players and the next four (4) players will be considered the alternate players. If a resolution is not agreed upon, the executive board appoints a player and the decision will remain final.

Players on the All Star Team will only be announced after June 1 or the conclusion of 10 regular season games. Practices for All Star Teams may be at that time.

All Star alternate players may take the place of a regular tournament player on a temporary or permanent basis and at the discretion of the All Star Head Coach. All All Star Teams must submit a roster for approval by the respective commissioner prior to registration of each tournament. In the event that the All Star Head Coach is also a commissioner, the President or Vice President will approve the roster. All Head Coach and/or SSAO Board decisions are final.

A Baseball All Star Player that may qualify to play in a Tournament that is higher or lower than their registered SSAO division may do so if they have been previously named as an alternate player on the higher or lower division team. They may only play at the higher or lower division if that division is looking to fill a roster. They may not bump a regular or alternate player from the original roster.

Section 12.6 All Star Team Head Coach and Assistant Coach Selection and Responsibilities

Current Head and Assistant Coaches of SSAO are eligible to become the All Star Team Head Coach and 1st Assistant Coach. Each coach must state their intent for consideration in writing to the SSAO board no later than May 15th of the current year for consideration of Head Coach and/or 1st Assistant Coach. All Star Head Coach and 1st Assistant Coach must be a coach in good standing and meet eligibility requirements. The coach's selection committee as defined in Section 11.4 will select the All Star Head and 1st Assistant Coaches.

All Star Head and 1st Assistant Coaches Responsibilities Include:

1. Select a 2nd and 3rd Assistant Coach after All Star players have been announced.
2. Work closely and quickly with the Uniform Manager to order Uniforms for each player.
3. Maintain all necessary state and federal clearances as defined by the State of Pennsylvania and any requirements of the SSAO
4. Establish communication between the Building & Fielder Scheduler to schedule team

- practices.
5. Maintain communication with Parents/guardians of players regarding but not limited to, team rosters, practices, scheduled tournaments games, concession stand duties, and other SSAO business.
 6. Maintenance of fields as directed by the Field and Building Manager.
 7. Dragging fields prior to and/or at the conclusion of field usage as directed by the Field and Building Manager.
 8. Liming or lining the fields as directed by the Field and Building Manager.
 9. Maintaining job boxes and refilling supplies.
 10. Disposing of field garbage cans to the dumpster at the end of each game.
 11. Reporting any concerns to the Field and Building Manager.
 12. Collecting fundraiser monies from all of their players and turning it in as needed.
 13. Know where all SSAO medical equipment is housed in the event of an emergency.
 14. Keep accurate stats on players as determined by the SSAO board.
 15. Maintain proper care of all SSAO equipment and Building Property.
 16. Check out and return all Team Equipment as designated by the Equipment Manager.
 17. Coordinate and collect the payments from rostered players for registration fees as needed.

Section 12.7 All Star Uniforms

Tournament Head Coaches must work with the Uniform Manger to order team shirts. All Star Team Players that are named regular and/or alternate players on more than one divisional team will only have one All Star shirt ordered.

Section 12.8 All Star Funding and Registration

Tournament Head Coaches must work with the Uniforms Manager to order team shirts.

Although we would like to fully fund every All Star Team composed of all SSAO players, we do not have the funding to do so. Instead, the SSAO instead encourages fund-raising efforts and parents to offset expenditures that are not covered. Funding is provided to teams composed of all SSAO teams in divisions 8U and above for Registration Fees only.

All teams applying for funding must make a written request to the board prior to the tournament and supply receipts to be reimbursed. Persons who do not follow these rules or fail to provide a receipt of payment will not be reimbursed for registration costs. The funding for All Star Teams is as follows:

1. SSAO will pay up to \$400 towards one tournament registration fee at each division. Any registration costs beyond \$400 must be paid by the Head Coach. The Head Coach must make arrangements with parents to collect their child's portion of tournament registration fees.
2. All Star Teams wishing to forgo the purchase of new All Star Team shirts are eligible for a second tournament registration fee funding of up to \$200. If an All Star Team elects to have All Star Team shirts purchased by SSAO, any second tournament fees must be shared equally between the 10 regular players. Alternate players are not required to pay until they are deemed regular All Star players. Any registration costs must be paid by the Head Coach. The Head Coach must make arrangements with parents to collect their child's portion of tournament registration fees.
3. All Star Teams wishing to register in three or more tournaments will not receive funding from SSAO. Any and all costs must be shared equally between the 10 regular players. Alternate players are not required to pay until they are deemed regular All Star players. Any registration costs must be paid by the Head Coach. The Head Coach must make arrangements with parents to collect their child's portion of tournament registration fees.

Section 12.9 – Clinic Funding and Clinic Hosting

The SSAO encourages its participants to take part in Clinics outside of SSAO. Although we would like to fully fund every child in the SSAO, we do not have the funding to do so. Instead, the SSAO encourages fund-raising efforts and parents to offset expenditures that are not covered.

SSAO hosted or sponsored clinics must abide by the stipulations as defined by any and all lease agreements into which the SSAO has entered, which includes but is not limited to profiting from the said clinic. Any team, coach, SSAO member, or community member at large wishing to host or sponsor a clinic must first submit in writing to the executive board an explanation of the following items:

1. How will this clinic benefit the SSAO players' baseball and/or softball development?
2. What is the contact information for the person(s) associated with said clinics?
3. Do the clinic volunteers have the necessary clearances and other trainings as required by SSAO?
4. How will all players for the division be notified? No clinics for individuals and/or individual teams will be approved.
5. What SSAO facilities are you requesting to use for the clinic?
6. What are the dates/times of the clinic?
7. What is the cost to the player for admittance to the clinic?
8. How will that money be collected?
9. What is the projected budget of the clinic? Does the clinic require SSAO funds to be used?
10. How will the funds collected benefit the SSAO?

The SSAO board will approve or deny all received requests at the next scheduled monthly board meeting. Upon approval, the Board will inform the Building and Field Scheduler of the approved dates and times and the Secretary will inform the person(s) making the request in writing of their approval and any further requirements of their approved usage.

Section 12.10 - Championship Team Compensation

The only teams eligible for Championship funding are the spring teams of SSAO that earn first place in the league of play in which a playoff bracket or tournament ensues. To commemorate and recognize a team's first-place finish in its respective playoffs, the SSAO will allocate up to \$50 per player to purchase team trophies, plaques, jackets, sweatshirts, etc. The SSAO will also allocate up to \$50 for up to four coaches (head coach plus three assistants) and one sponsor (if applicable). The cost estimate and description of the desired memorabilia should first be submitted to the SSAO board in writing by the head coach for approval. The SSAO will not provide funding for Tournament champions, as it is the responsibility of the particular tournament to provide awards for its participants.

Article XIII - Building and Field Usage

Section 13.1 - Building and Field Usage Requests

The Hanover Building will be used in conjunction with the lease agreement with Hanover Township. Individuals can not personally profit from the use of the building. Any profits individuals receive must be forfeited to SSAO as stated in our lease agreement.

SSAO Members requesting building and field usage outside of regular season play must submit a written request to the executive board stating:

1. The intended building and field usage by the SSAO Members
2. The contact information for the person(s) responsible
3. All SSAO members and/or players associated with the request
4. Any and all of the non-SSAO members and/or players associated with the request
5. Any cost involved to the players and/or SSAO members

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Current SSAO Members should inform the Field and Building Scheduler when they intend to use a field for individual or small group practices during the spring, summer, and fall seasons as to not interfere with Team practices and/or official games.

Non-SSAO Members requesting use of the building and fields must submit a written request to the executive board stating:

1. The intended building and field usage
2. The contact information for the person(s) responsible
3. Proof of insurance
4. Any cost involved to the SSAO
5. Clearances and trainings if SSAO players are in attendance without a parent/guardian on-site

The SSAO board will approve or deny all received requests at the next scheduled monthly board meeting. Upon approval, the Board will inform the Building and Field Scheduler of the approved dates and times and the Secretary will inform the person(s) making the request in writing of their approval and any further requirements of their approved usage.

Article XIV- Disciplinary Actions and Appeals

Section 14.1

The board of SSAO shall have the right and authority to suspend, expel, or otherwise discipline any individual in accordance with these bylaws. The board also has the right and authority to refuse an application for membership in SSAO.

Article XX - Annual Review of Bylaws

Section 15.1

The SSAO board will annually review each section of the SSAO bylaws. Any proposed changes should be presented prior to the December monthly meeting. Bylaws in their entirety will be voted on and approved each year at the December monthly meeting in which a quorum exists. Changes to individual sections of the SSAO bylaws prior to December can be presented and voted on in a monthly meeting in which a quorum exists.

South Side Athletic Organization Addendums

Addendum #1: Determining a Coach in Good Standing

All Head and Assistant Coaches will be determined a Coach in Good Standing by using the following criteria:

1. Addendum #5 Coaching Code of Conduct
2. Paper Copy and/or Online Copy of Parent Feedback Survey
3. Information communicated to the SSAO executive board

Steps in process:

If there are no concerns of a Coach meeting the criteria:

1. The SSAO board will motion to accept all Coaches as a “Coach in Good Standing” at a monthly board meeting immediately following the conclusion of the season.
2. All Coaches can consider themselves as a Coach in Good Standing unless otherwise notified.

If there are concerns of a Coach:

1. At the conclusion of each Spring and Fall Season any SSAO board member or General Member will need to inform the President and/or Vice President of concerns they have of a coach’s ability to meet the criteria of being in good standing.
2. The President and/or Vice President will bring concerns to the executive board and they will determine if the concerns need to be further investigated or if the coach can remain in Good Standing.
3. If an investigation should need to occur, the President and Vice President will conduct the investigation and a formal meeting to share the findings with the coach, the executive board, and other individuals determined necessary by the President and/or Vice President will be included.
4. At the conclusion of the meeting, the executive board will determine the coach’s standing.

If a situation occurs that requires immediate attention the executive board reserves the right to address the concerns presented at any time.

Addendum #2: Drafting of Players (adapted from the Greater 50 and Beaver County Softball League)

The Head Coach that will draft first will be determined by a coin toss. After an order is fairly determined, the draft will commence. If there are only two teams in an age group, it'll be a straight draft. The coach who won the coin toss will have the odd picks. The coach who lost the coin toss will have even picks until all the players are on a team. If more than two teams in the age group are drafted, then a "snake draft" will be used. The Head coach who picks first will then pick the sixth player. The Head Coach who picks second will then pick the fifth player. The Head Coach who picks third will pick then next select the fourth player. The process will continue until all players are drafted.

Players at each divisional level will be considered eligible for the draft if they meet the age requirements. If the SSAO Board determines that there is a need for younger aged players to move up in order to balance the draft and create a full team, then the oldest player at the lower level will be asked first. If that player declines to move up, the second oldest player at the lower level will be given the opportunity. This process will continue until there are enough eligible players for the draft.

The players in each age group will be divided into four different groups: returning all-stars (including the alternate all-star players) from the previous season, returning non-all-stars, move-up all-stars (including the alternate all-star players), and move-up non-all-stars. Each member of the respective group will be considered equal in abilities. If an all-star team was not formed in the previous season, that age group will all be grouped into the same pool but will be grouped by pitchers, catchers, and travel ball players.

Head coaches will first draft all players from the returning all-stars group. When all players in that pool have been drafted, they will then draft returning non-all-stars. When that group has been drafted, they will then begin to draft move-up all-stars and then finally move-up non-all-stars.

The Drafting Committee is responsible for ensuring the following:

1. All players in the draft are sorted correctly into the four groups before the draft.
2. All players in the draft are correctly identified as pitchers, catchers, and Travel Ball Players before the draft.
3. The process of the draft is correctly being followed.
4. The final draft of the teams contains equivalent (or as equivalent as possible) pitchers, catchers, and travel ball players.
5. All Head Coaches and Drafting Committee agree to the final drafting of teams.

A drafting committee member or Head Coach who does not agree with a selection can voice their concerns when all members of the respective group have been drafted and before the approval of the final draft.

Addendum #3: Regular Season Tryouts if a maximum number of players exceeds league requirements

At this time, the SSAO board will not need a process for a regular season tryout, but reserves the right to add Addendum #3 in the future as they see fit.

Addendum #4: Coaches Letter of Intent

In the event that more members have volunteered to be a Head Coach than available teams, members will be asked to submit the following as a Coaches Letter of Intent.

To: [head coaching candidate]

SSAO values all members that wish to serve the young athletes of our community. In order for the Coach Selection Committee to make an informed decision on Head Coaching positions, we are asking that you please answer the following questions and submit this form via email to admin@ssao.info no later than [insert date needed]. If you have any questions, please reach out to the SSAO President [insert name].

Please indicate the age group and division you are wishing to coach: _____

1. Please indicate your past contributions to SSAO. If new to the community, please indicate ways in which you intend to be a part of the SSAO community.
2. Please indicate any commitments outside of SSAO that may prevent you from fulfilling any Head Coaches responsibilities.
3. Please share your experience as a player.
4. Please share your coaching philosophy.
5. Would you like to be considered for an Assistant Coach if you are not selected as a Head Coach?
6. Please indicate anything else that you would like the Coaching Selection Committee to consider.

SSAO Coaching Code of Conduct

I hereby pledge to adhere to the SSAO Coaches Code of Conduct and fully understand if I do not uphold them I will be held accountable for my behavior, leading up to revocation of my membership and coaching position within this organization.

- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I will promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.
- I will be knowledgeable in the rules of the sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will lead by example and show children that problems can be resolved without loud or abusive behavior and that this behavior, as well as violence should not be resorted to as a means of conflict resolution.
- I will not use foul language in the presence of children.
- I will not use verbal assaults or demeaning language directed towards coaches or players of any team.
- I will not publicly criticize or abuse coaches or officials as it impedes our goal of players learning proper respect for them.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.

Printed Name

Date

Signature

Revised 12/23

SSAO Player and Parent Code of Conduct

The South Side Athletic Organization (SSAO) will enforce a zero tolerance stance on parent/fan/player/coach behavior before, during & after all SSAO events at all locations.

We ask that everyone abide by the following:

RULES OF CONDUCT

- Adults should lead by example and show children that problems can be resolved without loud and abusive behavior. This behavior, as well as violence should not be resorted to as a means of conflict resolution.
- Foul language in the presence of children will not be tolerated at any time by the SSAO. Also, verbal assaults or demeaning language directed towards coaches, parents or players of any team will not be tolerated.
- Public criticism, including social media, of coaches or officials will be discouraged as it impedes our goal of players learning proper respect for them. Abuse of umpires is unacceptable.
- Arguing with a coach or official during practices or games will not be tolerated. Any complaints or concerns can be directed to the SSAO Board, where it will be promptly investigated.

PENALTIES

- Any parent, fan, coach or player who refuses to abide by these rules may be ejected from the game and may be banned from attending future SSAO events at any location. In some circumstances, children could be removed from the program.

By signing below, I/we agree to abide by all rules and guidelines set forth by the SSAO for this season and during all future SSAO events.

Player Name _____

Parent Name(s) _____

Parent/Guardian signature _____

Parent/Guardian signature _____