SILVER BULLETS SOFTBALL ASSOCIATION BYLAWS

As Amended September 19th, 2018

PURPOSE:

The Silver Bullets Softball Association is organized exclusively for educational purposes within the meaning of section 501(c)(3) of the Internal Revenue Code. The organization shall promote the education, training, and skills development of fastpitch softball for girls ages 6 to 18 living or attending school in the Centennial 12 School District.

The Silver Bullets Softball Association is affiliated with the Tri-County league and the Minnesota Metro Fastpitch league (MMFL)

MEMBERSHIP:

A. Participation in the Silver Bullets Softball Association is open to all girls aged 8 to 18 living or attending school in the Centennial 12 School District and shall not be restricted on the basis of race, creed, or national origin.

B. The organization may allow a girl living outside the Centennial 12 School District to participate, provided a majority of the Board of Directors approves the exception and participation meets league guidelines.

C. Participation in Silver Bullets Softball Association will be determined by the player’s age on December 31 of the previous calendar year unless otherwise prescribed by the Tri-County league.

FEES:

A. Participation fees shall be determined annually by the Board of Directors. Fees may vary based on age groups and other factors.

B. Each participant may also be required to purchase uniforms and other equipment as specified by the Board of Directors and/or the teams coach.

C. No player shall be denied the right to participate due to financial hardship. Any parent claiming financial hardship may present their situation to the League Administrator for review. The President and League Administrator, after a review of the facts, may agree to reduce participation fees for specific individuals based on hardship. Each situation shall be reviewed on its own merit. The President and League Administrator shall have the sole discretion to make this decision. All decisions shall be confidential.

D. Late registrations are subject to team availability and subject to the approval of the Board of Directors. The President and Treasurer may review refund requests and approve or deny the requests based on the merits of the situation. If the request is denied, the participant’s parents may appeal to the Board of Directors for further review.
E. All registration fees must be paid at the time of registration and are considered non-refundable unless previously waived under the provisions of financial hardship.

F. All participants must be in good standing with the organization to be eligible for team tryouts or placement on team rosters.

**BOARD OF DIRECTORS:**

A. The Silver Bullet Softball Association’s Board of Directors shall be comprised of the following positions:
   
   I. President
   II. Vice President
   III. 8U League Representative
   IV. 10U League Representative
   V. 12U League Representative
   VI. 14/16/16U League Representative

B. The term of each member of the Board of Directors is one year. The President and Vice President are elected each year at the Annual Meeting in October. If the outgoing President declines to serve in the position, then the office shall remain unfilled until the start of the new President’s term. The term of League Representative is one year and is a volunteer position.

**ANNUAL MEETING:**

The Board of Directors shall select a day in the month of October for the Annual Meeting. This date must be communicated to all participating families at least 20 days prior to the meeting via membership email and posted on the website. Nominees for office may address the attendees at the Annual Meeting. Any player or player’s parent may request the President include an item for the agenda of the Annual Meeting prior to the meeting. Players and parents may also address issues to the Board of Directors at the meeting.

**VOTING RIGHTS:**

The family of each child participating in the softball program shall be granted one vote per participating child. (This specifically means one vote per child per family, not one vote per parent per child.) Voting rights are suspended if participation fees are not paid, unless previously waived due to financial hardship.
ELECTIONS:

A. Nominations to fill offices of the Silver Bullets Board of Directors must be made in writing or via email to the League Administrator. Nominees must be a parent(s) or legal guardian(s) of current Silver Bullets players or former Silver Bullets players. Nominees must also be at least 18 years of age, and in good standing with the association. All membership fees, if applicable, must be paid in full in order to be placed on the ballot for consideration. In addition, a candidate who does not meet the eligibility requirements previously stated may become an eligible nominee by receiving "Board Endorsement." A candidate requesting "Board Endorsement" must do so in writing to the President of the Association at least 14 days prior to the annual board meeting. The Board of Directors may "endorse" any candidate by a 2/3 affirmative vote. A written response will be provided to candidates seeking endorsement prior to the annual meeting. The secretary shall make a membership address and phone list available to any eligible nominee upon request.

B. The League Administrator shall prepare ballots listing all nominees for each office. Each family may vote at the Annual Meeting or by absentee ballot. Absentee ballots must be requested within 14 days of the Notice of the Annual Meeting and returned to the League Administrator prior to the Annual Meeting. All other ballots will be distributed at the Annual Meeting. All nominees must be listed on the official ballot. There are no provisions under the current bylaws for write in votes.

C. The Board of Directors shall select election judges from among their members. The election judges shall count votes cast at the Annual Meeting and the results announced at the Annual Meeting. The election judges will pass out ballots to each valid voter in attendance at the Annual Meeting (one vote per participating child per family). The nominees receiving the most votes as a result of the election will fill the open positions.

D. Should a director resign from office before the end of the term, the Board of Directors will select a replacement to serve the balance of the term.

E. The Board of Directors may remove any current board member from office for failure to perform their duties by a 2/3 affirmative vote.

BOARD MEETINGS:

A. After the Annual Meeting, the President will set the date for the first meeting of the Board of Directors. At the first meeting of the Board of Directors, the Board shall agree upon a schedule for regular Board Meetings. This schedule shall be communicated to all participating families.

B. Regularly scheduled Board Meetings are open to all parents and players who are in good standing with the Association.
**BOARD COMMITTEES:**

A. The President may create committees as needed to meet the needs of the Association.

B. The President shall appoint the leader of each committee, subject to approval from the Board of Directors.

**AMENDMENTS TO BYLAWS:**

The Bylaws of the Silver Bullets Softball Association may be amended by a 2/3 vote of the Board of Directors.

**COACH SELECTION PROCESS:**

A coach selection committee will be formed from interested softball board members to review the applicants. A smaller interview panel will be established that normally includes the President, Vice President, League Representative (10U and up). In the event that any of these panel members are also applying to head coach, an alternate interviewer will be selected as a replacement.

All prospective head coaches must submit their application by the deadline communicated by the League Administrator in order to be included in the interview process. Interviews for coaches will occur in early December.

Following player tryouts, the coach selection committee will select and communicate the head coach placements. Once team formation occurs, those coaches can choose their assistant coach(es). The head coaches will be informed of all parents that applied to coach, but the decision rests with the head coach.

The Silver Bullets board recognizes that each head coach candidate offers a unique set of skills, and special attention will be given to the strength level identified for the following attributes:

- Coaching experience
- Knowledge of fundamentals and the game
- Ability to connect with and teach skills to the players
- Philosophy and goals
- Sportsmanship
- Involvement and commitment level to our programs

Head coaches will be selected based on the application, an interview, parent evaluations of the previous year, and effectiveness demonstrated at clinics and workout sessions (where applicable). All coaches will be required to submit information necessary for background checks to be completed.

The League Representatives shall also recruit coaches for teams when no one applies.

**12/14U- A Team Coaches**

The organization has adopted a non-parent paid coach position at the 12/14U-A levels. They will undergo the same interview process as all other parent coaches in our organization. They can be selected before tryouts, as there is no parent/child bias on team formation.

It is always our goal to provide the teams with the best coaches possible. If there is an instance when the Board cannot fill the position with a non-parent either due to the lack of candidates, or candidates that would not be a good fit for the program, then those teams will be filled with parent coaches. These coaches would not be paid parent positions.
CONFLICT MANAGEMENT:

Silver Bullets Softball Association coaches are volunteers. They are not expected to tolerate disruptive or disrespectful behavior by players or parents. Profanity, verbal abuse, or physical abuse will not be tolerated. Discipline for detrimental behavior conducted during any Silver Bullets sponsored event, or events where a Silver Bullets player is a participant, is the responsibility of the head coach.

If a player does not respond to a coach’s verbal warning(s), the Silver Bullets Board of Directors grants its coaches the right to dismiss a player from practice or a game for conduct deemed detrimental to the team. The interpretation as to what constitutes insubordinate or otherwise inappropriate behavior at the time of the incident will rest on the judgment of the coach.

First Offense – Suspension from current practice or game. The coach shall inform the player’s parents of the incident and the player will return to the next scheduled practice or game, but must first meet with the coach prior to the start of the next practice or game.

Second Offense – Suspension from practice or game. A mandatory telephone conference or meeting between the coach, the player and her parent(s) must take place before the player can resume participation with the team.

Third Offense – The player is automatically suspended from further participation until a mandatory meeting can be scheduled with the player, the player’s parents, coach, Silver Bullets President, Vice President, League Representative, and League Administrator.

The coach may recommend disciplinary action above and beyond these guidelines to the Silver Bullets President and Vice President if the severity of the situation warrants. Any deviation from the recommendations stated above is subject to the approval of the Silver Bullet Board of Directors. In all cases, notice of suspensions will be communicated to the player’s parent(s), the League Representative, and the Silver Bullet President and Vice President.

A player, parent, coach, manager, or Association official (hereafter “person”) who violates any federal, state, local statute, code, ordinance, regulation or guideline during any Silver Bullets sponsored event or events in which a Silver Bullets player is a participant, may be temporarily suspended by the Board from further participation and will not be reinstated until being heard before the Silver Bullets Board of Directors and may face additional sanctions as deemed appropriate by the Board.

GRIEVANCE PROCEDURES:

Silver Bullets acknowledges that not every game, practice or other event will go on without issues. This grievance policy has been created to deal with these issues.

As with most youth sports, Silver Bullets works with a "24 Hour Rule" in which we request that prior to filing a grievance with the online form below, the person considering filing the grievance wait 24 hours from the time of the event or activity in question occurs. Silver Bullets reserves the right to disregard any grievance filed through this forum in less than 24 hours after the event or activity occurred.
Silver Bullets request that you consider approaching your grievance on an individual basis with the person or people involved. We recommend you consider a face to face discussion with patience and professionalism. If not in person, we recommend at least a phone call to express your concerns and/or objections.

If a solution or satisfaction is not reached, we recommend you next contact your league level representative as they are versed in the particular rules and issues related to the level of play they represent.

In the event that a solution or satisfaction is still not reached we have developed the online grievance form shown below. The grievance will be immediately emailed to the Silver Bullets President. The president will review the grievance and determine whether to schedule a private Action Review Meeting with all available parties and applicable Silver Bullets Board of Directors within five business days of receiving the online grievance however, while not trying to minimize any specific grievance, not everything warrants the attention of the Board of Directors.

The Board will hear descriptions and arguments of both sides and render a decision and solution.

It is recommended the complaint include all parties involved, references to dates and times, and any witnesses to the event or actions described.

It is the policy of Silver Bullets not to reprimand or discriminate against any party simply for filing a grievance through the forum described here. In addition, any party described or included in any grievance in this forum will be afforded the same policy.

It is important that all parties understand when a grievance is filed; it is possible that one or both parties will not be satisfied with the results of the board’s decision.

If possible, the Board of Directors will provide a verbal decision at the completion of the Action Review Meeting and a written decision to be delivered within five business days of the completion of the final meeting with all parties. Typically, results of the grievance filing and Action Review Meeting will NOT be published on the Silver Bullets website.

TEAM FORMATION PROCESS:

The number and level of teams will be determined each year based on the quantity of registered players and the skill level demonstrated at winter work outs and pitching/catching clinics. The Softball Board will include input from the coaches conducting work outs, but the final decision rests with the Softball Board.

While skills tryouts are a fundamental part of the player evaluation process, we also recognize that effective players must have additional attributes that are not assessed during a one hour tryout conducted indoors and without live pitching. Accordingly, the following are taken into consideration:

1. Tryout ranking
2. Participation and performance demonstrated in clinics and winter workouts
3. Coach evaluations from the prior summer

For each age group, Silver Bullets teams will be formed beginning at the highest level of competition and working down. For instance, in cases where one top team will be formed, the head coach selected for this team will be the first coach invited to meet with the Softball Board to pick up to two players. The entire registered player list will be sorted by the combined tryout score of Fielding and Hitting, with players unable to attend tryouts listed at the bottom. In addition, players who participated in
pitching and catching tryouts will also be ranked on a separate results page. The goal is to form the most competitive and well-rounded team. The team formation rules for the top team are:

1. The top catcher and the top pitcher from separate pitcher/catcher evaluation will be placed first

2. The roster will then be filled in based on the tryout evaluation scores. Up to two spots will be left open for the optional “coach- pick”. If the coach chooses not to utilize the “coach- pick” option, then the two remaining slots on the roster will be filled based on the evaluation scores from tryouts.

3. Optional: Coach may pick up to, but not to exceed, 2 remaining players from the results roster {see note (*2) below}. All picks are limited to the top 20 ranked players, and MUST HAVE BOARD APPROVAL {see note (*1) below}.

Once the roster has been filled, 2 pitchers and 2 catchers will be designated as “primary”. The “coach- picks” can be designated as primary pitcher/catcher positions as long as tryouts support this.

* 1. Any Board decisions made about team formation will be done in the absence of a board member whose daughter plays in that same age bracket. For example, if the President’s daughter currently plays 10U ball, they will not be involved in any fashion with team formation decisions for that specific age group.

* 2. Coach-Pick Players: The intention of a coach-pick player is to allow the coach to build his/her most competitive and rounded team. Examples are:
   - a standout player who was unable to attend tryouts sick injured out of town
   - a specific team gap (need for a big hitter, gap at a key position like pitcher or first base)
   - high performing player for which the tryout score does not represent the skill level displayed at clinics and workouts

**Please Note**
Since the top teams will be filled based on evaluations from the general skills tryouts, they may end up with more than 2 pitchers/catchers on a team. That is why the coaches will be designating primary players at these positions. If a player makes the top team and is not designated as a primary catcher/pitcher, but they attended the pitcher/catcher evaluation, a phone call will be made to the families. At that time the families will be informed, and they can make the decision that is best for their child. They will be given the option to play up on the top team, but with minimal time at the primary position, or they can play at the next level down and be placed as a primary pitcher/catcher.

After the players for the top team have been selected, they are removed from the tryout result listing and the remaining players are sorted in order by their combined score. In addition, the pitchers and catchers will be removed from that ranking list as well.

- If there are only enough players remaining for one team, there is no need for additional coach-driven player selection. The remaining players constitute the team.
- If there are more than enough players for one team, but only one team will be formed at this next level of competition (B1), the formation rules above will be used again.
- For every level below (B1), a draft process will be conducted. In this case, the head coach for each team will meet together with representatives from the Softball Board. The coaches will take turns selecting pitchers, catchers, and then other players. A coin toss or other unbiased method will be used to determine who selects first. The purpose of this process is to attempt to form the remaining teams evenly at a (B2) level.

The decisions made by coaches in selecting players are made in the presence of Softball Board members and require Softball Board approval. Any unforeseen /unusual circumstances not listed above for team formation will be handled by the board on a case by case basis.
The Softball Board prefers to find a team placement for all interested players; however, we realize that sometimes the number of registered players does not divide out to proper team sizes. In a case where we are forced to cut players, it will be players who were not selected after the team formation process described above has concluded.

**FALL SOFTBALL:**

The selection of players for fall softball teams is made by the head coaches and other board members. All final teams will need Board approval. We recognize that a greater number of players will have conflicts with tryouts due to family vacations and commitments during the late July time frame. It is the coach’s discretion to use tryout observations and rankings, player evaluations, and other information sources.

**TRYOUT PROCESS:**

The Softball Board strives to have a fair and unbiased evaluation process. Every player will be reviewed and scored by 3 or more (if possible) evaluators. Our goal is to have evaluators from outside of our organization whenever feasible. In cases where a knowledgeable evaluator is utilized from within our softball organization, they will NOT be able to evaluate players at any level in which they have a family member.

The tryouts are closed; no parents or Coaches are allowed to watch or enter the CLLL gym. If Board members are needed to conduct tryouts, only Board members that do not have a child playing at the age level being evaluated are allowed to conduct those tryouts.

Each tryout session will last approximately one hour and include roughly ten players. Players will be assigned a numbered jersey upon check-in. Each player will be scored on fielding, throwing, catching, bunting, hitting, and optionally other skills such as sliding, and speed. Players will then be ranked based on the total tryout scores given by the evaluators. This ranking is a fundamental part of the player evaluation process.

An additional evaluation will be held for players wishing to be considered as pitchers and catchers. **Everyone interested in pitching/catching is encouraged to attend, and these evaluations will in no way hurt your chances of making a top team.** B2 teams and below are considered a developmental level of play, and we would like to give several players opportunities to try different positions.

A separate document on team formation explains how the players are assigned to teams after the tryout results are known.

**PLAYING LEVEL DESCRIPTION:**

The Silver Bullets board recognizes that coaching strategy and player commitment will be different at the A, B, and C playing levels. While each team has a unique set of players that drive coach decisions, the following general philosophies are likely to be utilized in our fastpitch programs:

**A teams**
- Playing time is unlikely to be equal for all players
- Playing time will depend on skill level, attitude, commitment, and game situations
- Player positions will usually be assigned to compete at the team's highest level – the goal is to win games.
- Generally only the top 2 pitchers will pitch during the season {see note (**1) below}
- Players are expected to prioritize fastpitch over other activities/sports
- Attendance at all practices and games is mandatory unless an absence is excused by the coach
- Extra time spent on skill development outside of practice is strongly encouraged
- Weekend tournament commitment is up to 6-7 weekends
B1 Teams
- Playing time is unlikely to be equal for all players
- Playing time will depend on skill level, attitude, commitment, and game situations
- Player positions will usually be assigned to compete at the team’s highest level
- Generally only the top 2-3 pitchers will pitch during the season
- Attendance at all practices and games is mandatory unless an absence is excused by the coach
- Extra time spent on skill development outside of practice is strongly encouraged
- Weekend tournament commitment is up to 4-5 weekends

B2 Teams
- Playing time may not be equal in a particular game or tournament, but generally will be equal throughout the season
- All players should be developed in practice
- Players will be placed in several, but not all, positions on the field
- Coaches will assign infield and outfield positions to each player based on where the player is likely to succeed and remain safe
- Generally the top 2-4 pitchers will pitch in games; other interested pitchers are encouraged to train and practice at home to enhance their skill level for possible pitching opportunities later in the season
- Attendance is expected at practices and games; coaches should be informed in advance of absences
- Weekend tournament commitment is normally 3-4 weekends

**1. The top team will have 2 pitchers and 2 catchers designated as "primary". If there is a third pitcher/catcher on the team, their playing time at that position may be minimal. Other teams will not necessarily have primary positions due to encouraging the development of these specialized positions.**

**PLAYING UP:**

Our philosophy is for each and every girl to have a fun and positive experience playing Silver Bullets softball. The Centennial Silver Bullet Fastpitch Board Members are happy to announce a change in our guidelines for level (10U, 12U, 14U, 16U) registration. Previously we followed a strict birthday policy that required girls to play at the lowest age level for which they were eligible based on their age as of December 31st. Our new policy will allow girls whose birthday is January 1st or later to make a choice: they may either play at the youngest level for which they are eligible, or play "up" at the next age level with the girls in their grade whose birthday is on or before December 31st. **In order to play up you MUST be going into the second year of your current level of play based on date of birth to consider playing up.** In other words, you cannot skip an age level all together. For example, if you are coming out of 10U, you would not be able to skip 12’s and move up to 14’s. You would have had to play at least one year at 12’s before moving up.

Also- You will only be allowed to move up under those conditions assuming our numbers work out. If moving a player to play out of their age group puts too many players on a team, they will not be allowed to move up, and they will have to play with their own age group.
WEEKEND TOURNAMENTS:

Silver Bullets Softball Association encourages that all teams participate in weekend tournaments. At these tournaments is where you can earn your berth to go to Nationals. However, these tournaments carry extra expenses that Silver Bullets Softball Association does not budget. Therefore, the expense is the team’s responsibility.

NATIONAL TOURNAMENTS:

Silver Bullets Softball Association encourages that all players at all levels should have an opportunity to attend a National Tournament if their team earns a berth. However, these National tournaments carry extra expenses that Silver Bullet Softball Association does not budget. Therefore the expense is the team’s responsibility.