



Oxford Junior Wildcats
Youth Football and Cheerleading

P. O. Box 683
Oxford, MI 48371

By-laws

Bylaws of Oxford Junior Wildcats, a Non-profit Organization

MISSION STATEMENT: Provide the youth of Oxford and neighboring communities with a fun filled, educational program using the activities of football and cheerleading to promote friendship, teamwork and a healthy physical lifestyle.

ARTICLE I - OFFICES

Section 1.1- Business Office

The organization's principal office shall be located within the school district of Oxford, MI. The organization's most current minutes shall identify the location of the principal office. The board of directors may designate the location of the principal office.

ARTICLE II - RECORDS

Section 2.1- Records

{a) Minutes and Accounting Records: The organization shall keep a permanent record of the minutes of all meetings of its board of directors, and a record of all actions taken by the board of directors without a meeting. The organization shall maintain appropriate accounting records.

{b) Form: The organization shall maintain its master records in electronic form. Printed form of records may be maintained for reference only.

{c) Other Records: The organization shall keep a copy of the following records at its principal office:

- {1) Its bylaws or restated bylaws and all amendments to them currently in effect;
- {2) A recent financial statement
- {3) A list of the names and addresses of its current Board of Directors

ARTICLE III - BOARD OF DIRECTORS/OFFICERS

Section 3.1- General Powers

All powers of the organization shall be exercised by or under the authority of the board of directors. The business and affairs of the organization shall be managed under the direction of the board of directors. Each member of the board of directors shall have one (1) vote on any matter that comes before the board.

Section 3.2 - Number, Tenure, and Qualifications of Directors

The authorized number of directors shall be not less than nine (9) voting positions until changed by a duly adopted amendment to these bylaws. The officers shall consist of the following: a president, a general manager, a secretary, a treasurer, and a communications director. The board may appoint additional officers and assistant officers if it deems it necessary. The same individual may not simultaneously hold more than one voting position in the organization. Family members of the same household with positions on the board will only account for a total of one (1) vote.

President - The president shall be the principal executive officer of the organization. He/ she shall be subject to the control of the board of directors, and shall in general oversee, in good faith, the affairs of the corporation. The president shall, when present, preside at all meetings of the members and of the board of directors. He/she may sign for purchases, contracts, or other board authorized instruments. The president must attend all league meetings (football and cheer) in order to keep the Oxford Junior Wildcats organization informed. The president may appoint someone to attend the league cheer meetings (i.e. Cheer Director). If the president is unable to attend the league meetings, he/she must appoint a representative to attend in his/her place.

General Manager -The general manager shall perform, in good faith, the president's duties if the president is absent, dies, is unable or refuses to act. If the general manager acts in the absence of the president, the general manager shall have all of the president's powers and be subject to all of the restrictions upon the president. (If the general manager is unable or refuses to act, the secretary shall perform the president's duties). The general manager shall perform any other duties that the president or board may assign to the general manager, along with field operations for football and cheer.

Secretary- The secretary, in good faith shall: (1) create and maintain one or more books for the minutes of the proceedings of the board of directors; (2) provide that all notices are served in accordance with these bylaws; (3) keep a current register of the post office address of each director; (4) perform all duties incident to the office of secretary and any other duties the president or the board may assign; and (S)be the custodian of the organization's registrations and birth certificates (i.e. create Team Roster Books for Football and assist with those for Cheer).

Treasurer - The treasurer shall: (1) have charge and custody of and be responsible for all funds of the organization; (2) receive and give receipts for moneys due and payable to the organization from any source, and deposit all moneys in the organization's name in banks, or other depositories that the board shall select; (3) render to the President and directors, at regular meetings of the Board and whenever they may require it, an account of all

transactions as Treasurer and of the financial condition of the organization; (4) submit the books and records to a Certified Public Accountant annually and when requested by the board; (5) perform all of the duties incident to the office of treasurer and any other duties that the president or board may assign. If required by the board of directors, the treasurer shall give a bond for the faithful performance of the treasurer's duties and as insurance against the misappropriation of funds. If a bond is required, it shall be in a sum that the board of directors shall determine and the board shall pay for the bonding process; (6) shall obtain board approval on any expenses exceeding Two hundred dollars (\$200); and (7) Responsible for annual tax filing and all associated responsibilities for maintaining the organization's 501(c)(3) status.

Communications Director - The communications director shall: (1) be the sole communicator to the public with regards to publicity, specifically from the board of directors (i.e. fundraising promotions, registration announcements and the like)- newspaper, TV, radio, Internet, social media; (2) be responsible for the official OJW website updates and maintenance; (3) be in charge of all organization-wide communications (mass emails) to both football and cheer; (4) be copied on ALL communications to individual teams whether from team managers, squad managers, or coaches.

Section 3.3 - Appointment and Terms of Office

A term is defined as 1 year and runs from December 1 through November 30. Elections shall be conducted in November at the annual meeting. At this time, all board of director positions are subject to change based upon the rules of parliamentary procedure. A newly elected member of the Board of Directors, although elected in November, shall begin the term of office on December 1. Between elections in November and the beginning of the term on December 1, the member(s) of the Board of Directors voted out of office shall complete their terms, and shall serve as mentors to the newly elected person(s) who will replace them. Each officer shall hold office for the term appointed and until a successor is voted on and appointed by the board of directors or until they resign, die or are removed in a manner provided in Section 3.4 of Article III. A designation of a specified term does not grant to the officer or trustee any contract rights, and the board can remove the officer or trustee at any time prior to the termination of the designated term.

Section 3.4 - Removal of Directors

An officer, director or trustee may be removed, with or without cause, if a majority of the board members present at a duly constituted meeting votes for the removal. Removal is effective only if it occurs at a meeting called for that purpose. Notice must be sent to all board members that the purpose of the meeting is for removal.

Section 3.5 - Board of Director Vacancies

If a vacancy occurs on the board of directors, including a vacancy resulting from an increase in the number of board members, the board members shall fill the vacancy. If the board members remaining in office constitute less than a quorum of the board, they shall fill the vacancy by the affirmative vote of a majority of all the members remaining in office. If a board member resigns effective at a specific later date, the board members

may fill the vacancy, before the vacancy occurs, but the new board member may not take office until the vacancy actually occurs.

Section 3.6 - Regular Meetings of the Board of Directors

The board of directors shall hold a regular meeting at least once per month. The board of directors will provide, on the website and at each regular meeting, the date, time and place (which shall be within the city/township where the organization's principal office is located) for the next regular meeting. When possible, an agenda will also be provided.

Section 3.7 - Special Meetings of the Board of Directors

The presiding officers of the board, the president, general manager, or the secretary then in office, may call and give notice of special meetings of the board of directors if they deem a meeting necessary. Those authorized to call special board meetings may select any place within the city/township where the organization has its principal office as the special meeting place. Special board of director meetings may be held by telephone and/or e-mail if convened in accordance with section 3.8.

Section 3.8 - Board of Director Meetings by Telephone/E-mail

If authorized by the board of directors, the board of directors may participate in a board meeting by means of telephone or e-mail, provided all board members entitled to participate in the meeting received proper notice of the meeting. (See section 3.9). A board member participating in a telephone/e-mail meeting is deemed present at the meeting. The chairperson of the meeting may establish reasonable rules as to conducting the meeting by phone or e-mail.

Section 3.9 - Notice of Special Director Meetings

The organization's secretary shall give verbal or electronic notice of any special director meeting at least one (1) business day before the meeting. The notice shall include the meeting place, day and time. If the meeting is to be held by telephone or e-mail, (regardless of whether it is regular or special), the secretary must provide instructions for participating. A board member's absence at a meeting waives that member's right to object to or vote on any actions taken by the board at that meeting, unless said member made prior arrangements to give his or her vote by proxy to another board member. Neither the secretary nor other officers need to specify the business to be transacted at, or the purpose of, any special board meeting unless that meeting is called for the purpose of removing a board member.

Section 3.10 - Board of Director Quorum

A majority of the number of board members shall constitute a quorum for the transaction of business at any board of director meeting. Absent board members may give their proxy to another board member in attendance at a board of directors meeting. Such proxy cannot be counted in determining a quorum.

Section 3.11- Board of Directors, Manner of Acting

(a) Required Number to Constitute Act. The act of a majority of the board members present at a meeting at which a quorum is present (when the vote is taken) shall be the act of the board of directors. If no quorum is present at a board meeting, the members

may not take action on any board matter other than to adjourn the meeting to a later date.

(b) Board Member Approval. The organization shall deem a member to have approved of an action taken if the member is present at a meeting of the board and votes in favor of the action, or in his absence gives proxy to another member to vote in favor of the action.

(c) Board Member Disapproval. The organization shall deem a member to have disapproved of an action taken if the member is present at a meeting and votes against the action, or in his absence give his proxy to another member to vote against the action.

Section 3.12 - Conduct of Board of Director Meetings

The president shall call the meeting of the board of directors to order and shall act as the chairperson of the meeting. The chairperson, or the chairperson's designee, shall establish rules of the meeting that will freely facilitate debate and decision-making. The chairperson will indicate who may speak when and when a vote will be taken. The secretary of the organization shall act as the secretary of all meetings of the directors, but in the secretary's absence, the presiding officer may appoint any other person to act as the secretary of the meeting.

Section 3.13 - Board of Directors Action Without a Meeting

The board of directors may act on any matter generally required or permitted at a board meeting, without actually meeting, if: each board member takes the action, each one signs a written consent describing the action taken, and the board members file all the consents with the records of the organization. Actions taken by consent are effective when the last board member signs the consent, unless the consent specifies a different effective date. A signed consent has the effect of a meeting vote and maybe referred to as a meeting vote in any document.

Section 3.14 - Board of Director Committees

(a) Creation of Committees. The board of directors may create one or more committees and appoint members of the board to serve on them. Each committee must have at least one (1) board member and as many volunteer parents from the organization as required necessary to fulfill the task.

(b) Selection of Members. To create a committee and appoint members to it, the board must acquire approval by the majority of all the existing board members when the action is taken.

(c) Required Procedures. Committees are subject to the rules described in Sections 3.6, 3.7, 3.8, 3.9, 3.10, 3.11, 3.12, and 3.13 of Article III, in addition, the Committees shall keep regular minutes of their proceedings and report the same to the board of directors. The committees are subject to all the procedural rules governing the operation of the board itself.

(d) Authority. Each committee may exercise the specific board authority, which the board of directors confers upon the committee in the resolution creating the committee. Provided, however, a committee may not:

- (1) Approve the dissolution, merger, or the sale, pledge, or transfer of all or substantially all of the corporation's assets.

- (2) Elect, appoint, or remove board members or fill vacancies on the board of directors or on any of its committees; or
- (3) Adopt, amend, or repeal the articles or bylaws

Section 3.15- Compensation, Loans to, or Guarantees for Board Members

(a) Director Compensation. The board of directors may, upon approval of the majority of that board, pay each director expenses, if and when receipts are present at a meeting of the board. The directors shall not be paid a salary or fee for attending the meeting. A director may not serve the organization as an employee and may not receive compensation. All receipts for that fiscal year shall be presented and reimbursed prior to November 30th of that year.

(b) Loans to or Guaranties for Board Members. The organization may not lend money to or guarantee the obligation of a board member or trustee of the Organization

Section 3.16-Website Maintenance

The organization shall create, update, and maintain a website, and compensate whosoever shall maintain said website for any expenses incurred. The communications director shall oversee the website and its contents.

ARTICLE IV - AMENDMENTS

Proposals to amend, alter, add to, or repeal these Bylaws may be made by the board members present at any meeting if notice of such amendment, alteration, addition, or repeal be contained in the notice of such meeting. Proposals to amend, alter, add to, or repeal these Bylaws must receive a two-thirds majority vote of the board members at the meeting to be effective.

ARTICLE V - DISSOLUTION

In the event of dissolution, the secretary shall notify the public with written notice that the organization intends to dissolve. The notice must include a copy or a summary of the plan of dissolution.

- (1) The organization shall not transfer or convey assets as part of the dissolution process until 20 days after the secretary has given written notice.
- (2) When the organization has transferred or conveyed all (or substantially all) of its assets following dissolution, the board shall deliver to the public a list showing those, other than creditors, to whom the organization transferred or conveyed assets. The list must indicate the address of each person, other than creditors, who received assets, and an indication of what assets each received.
- (3) In the case of a merger, the secretary of the organization must give the public written notice of a proposed merger of the organization, and include with the notice a copy of the proposed plan of merger, at least 20 days before consummation of any merger.
- (4) In regards to sale of assets, the secretary of the organization must give written notice to the public 20 days before the organization sell, leases, exchanges, or otherwise disposes of all or substantially all of its property in regard to the dissolution process.

(5) Should the organization dissolve, all assets and tangible property will revert to the NYFL or another 501(c)(3) organization as directed by the board of directors after all creditors have been satisfied.

ARTICLE VI - CONTRACTS, LOANS, CHECKS AND DEPOSITS: SPECIAL CORPORATE ACTS

Section 5.1- Contracts

The board of directors may authorize any officer or officers, agent or agents, to enter into any contract or execute or deliver any instruments in the name of and on behalf of the organization and such authorization may be general or confined to specific instruments.

Section 5.2 - Loans

The organization shall not allow anyone to contract on behalf of it for indebtedness for borrowed money unless the board of directors authorizes such a contract by resolution. The organization shall not allow anyone to issue evidence of the organization's indebtedness unless the board of directors authorizes the issuance by resolution. The authorization may be general or specific.

Approved and adopted by the Board of Directors on 2/9/19

Niko Grandchamp, President

Richard Hahn, General Manager

Scott Mikula, Treasurer

Autumn Coffman, Secretary

Ryan Schihl, Communications

Amendment 1

A Disciplinary Committee shall be created, consisting of the 5 officers plus the Cheer Director and the Football Director. The Disciplinary Committee shall hear any concerns related to the operation and function of the OJW Organization. Issues and concerns can be brought forward by any coach, board member or parent/guardian to this forum for decision. Prior to any action brought forward by the Disciplinary Committee, all parent issues and concerns are to follow the chain of command of the organization (Coach - Football/Cheer Director - General Manager - Disciplinary Committee).

Amendment 2

Hall of Fame - On a two year cycle basis, the Board of Directors will select and vote on no more than five (5) families to be inducted into the OJW Hall of Fame for service above and beyond to the organization. There is no hard criteria for the nominees except that they must have been inactive in the program for the previous season. The President will oversee this process.

Amendment 3

Annual College Scholarship - On an annual basis, two (2) scholarships are available to be awarded to graduating seniors who were active in the OJW program and participated in either football or cheer for at least 3 years in High School - one for a cheerleader and one for a football player. In the event of no submissions for either football or cheer, both scholarships may be awarded to either cheer or football participating Alumni. The Executive Board will review & vote on the eligible scholarship applications received to choose the awardees. This program is coordinated through the Guidance Office at Oxford High School.

Each scholarship is valued at \$500.

(See Attachments 1 and 2)

Amendment 4

Four-year Player Recognition -On an annual basis (likely at the end of season event), athletes (cheer and football) who are graduating from the program and have participated in OJW for at least four (4) years, shall be recognized and given an award at the end of season event.

Amendment 5

Board Member Waiver of Fees - Registration fees for board members children who are participating in OJW will be waived based on the current year's financial situation. This excludes any extras, including camps and equipment that are required for participation. The

current board of directors may vote to instill the fees if necessitated.

Amendment 6

Returning Player in Good Standing-A returning player/family in good standing shall be defined as highlighted below:

- 1) Family who has completed the previous season on good terms with the organization and all involved.
- 2) Family with a parent who has not been removed from an OJW Board Position per Section 3.4 of these by-laws.
- 3) Family who has fulfilled all standard volunteer requirements in their history with OJW or within the Oxford Community.
- 4) Family who have consistently followed the OJW Code of Conduct

This status does not include those families whose years of play were not consecutive. The current board of directors has the option to, at their discretion, with extenuating circumstances and with a majority vote, disregards this bylaw.

Amendment 7

Player Jersey Numbers (Football Only) - In choosing jersey numbers, priority is given in the following order:

#1-JV returning player who wants same number

#2 - Freshman returning player who wants same number

#3 -JV returning player who wants a new number

#4 - Freshman returning players who wants a new number

#5 - JV and Freshman new players

Amendment 8

Exemption from Volunteer Requirements -Board Members families are NOT exempt from volunteer requirements. Their commitment and dedication to the program is recognized and therefore, they are placed at the bottom of the list of volunteers and asked to help only if necessity deems it so. Head Coaches will have their volunteer requirements reduced. The board of directors shall define and approve this reduction on an annual basis.

Families exempt from the volunteer obligation are those who choose to OPT OUT and pay the fees associated with this decision. This fee is to be determined by the board of directors on an annual basis. The OPT OUT fee shall be announced at Registration.

Amendment 9

Organizational Chart and Board of Directors Job Descriptions - each December, the new board of directors is to review the current organizational chart and job descriptions and make adjustments to them as needed to create a successful season. The exception to this is that the 5 officers {president, general manager, secretary, treasurer, and communications director} will remain the officers.

{Example: see Attachment 3}

Amendment 10

Background Checks - all Board of Directors, coaches, assistant coaches, team managers, and squad managers must have their background checked prior to the start of August practices. Use of Coaches Applications, Board Information Sheets, and Team Manager/Squad Manager Forms is highly encouraged as information contained therein will be used for determining eligibility to volunteer as well as for background checks.

{See Attachments 4, 5, 6 and 7}

Amendment 11

Waiting list for New Players {Football and Cheer}- A waiting list will be compiled in the order in which the new player is signed in during the Registration Process. As positions become available, a new player will be contacted by the Football Director or Cheer Director. The contacted player or cheerleader is required to be available for the next scheduled practice after being notified unless alternate arrangements are made with the Football Director or Cheer Director. If the contacted player does not accept the invitation to join OJW when contacted, the next player on the waitlist will be notified.

Amendment 12

Title change - With the signing of these revised by-laws and addition of the Amendments, the leader of the organization shall no longer be referred to as commissioner but from here on out as president. This is in maintaining consistency throughout the league.

Amendment 13

Discretionary Money for Head Coaches - Each head coach is allotted \$100 per football team, \$75 per cheer squad and \$50 for mascot squad, to be used for relevant and team related expenses, pending approval by the Treasurer. Relevant and team related expenses could include: dry erase boards and markers, copies, playbooks, binders, music downloads (cheer), and like items. Relevant and team related expenses DONOT include parties, food, drink, prizes,

or miscellaneous items that do not benefit the entire team. Head coach must submit Reimbursement Request Form to the Treasurer with receipts attached. All requests must be submitted no later than the date of the end of year celebration/banquet for that season. (See Attachment 8)

Amendment 14

OJW Families in Financial Need - All OJW families will pay in full or arrange to make payments with the OJW Board Treasurer by May 1 of the applicable year. An OJW family will either approach a board member or will be identified by a board member to be a family in need of financial assistance. This process is to remain CONFIDENTIAL. An Executive Board Meeting will be held to communicate and review family Scholarship Criteria. A decision will be made by vote by May 3 of the applicable year. Criteria required to be eligible for an Annual OJW Scholarship:

- 1) Must be a new or returning family in compliance with Amendment 6.
- 2) New OJW families shall be eligible for one athletic scholarship.
- 3) Returning OJW families may have more than one athletic scholarship granted based on financial need and Executive Board approval.
- 4) OJW family must be willing to volunteer for 1 additional large and 2 additional small event per athlete above the standard 1 large and 2 small events standard requirement.

Amendment 15

Drafting and Selecting Football Teams - Each year, the selection of player personnel for football shall comply with the procedures identified in the attached "Drafting and Team Selection Procedures."

Amendment 16

Concussion Policy -All coaches, team parents, and OJW board members must complete the concussion awareness on-line training program through the State of Michigan, CDC, or the University of Michigan training courses. The Concussion training once completed, shall be valid for one (1) OJW season. A copy of the Heads Up Concussion in Youth Sports Athlete/Parent Facts document shall be provided to all parents/guardians and must be returned to OJW prior to the beginning of the season. Any youth athlete who is suspected of sustaining a concussion during an OJW event shall be immediately removed from this activity. The youth athlete will not be allowed to return to any physical activity until they have been evaluated by an appropriate health professional and must receive written clearance from an appropriate health professional authorizing return to physical activity.

Amendment 17

Charity Poker Fundraising Volunteering - For the purpose of Charity Poker fundraising volunteering, the entire OJW participating body are considered honorary board members without voting rights.

***For the purpose of these by-laws, the term "Player" will refer to any football player or cheerleader with the organization. ***

ATTACHMENTS:

1. Scholarship Application - Football
2. Scholarship Application - Cheer
3. Organizational Chart and Job Descriptions
4. Board Information Form
5. Coach Application - Football
6. Coach Application - Cheer
7. Team Manager/ Squad Manager Information Form
8. Reimbursement Guidelines and Request Form
9. Drafting and Team Selection Procedures.

Oxford Junior Wildcats Scholarship

An award in the amount of \$500 will be presented to a senior student at Oxford High School who was an athlete in the Oxford Junior Wildcats program and was either a football player or cheerleader for at least 3 years in High School, and who demonstrated strong academic achievement, community service, and leadership qualities.

Name: _____

Plan for College (acceptance & program major): _____

Current Grade Point Average: _____

When did you participate as an athlete in the Oxford Junior Wildcats (dates & position): _____

Identify the school activities and community service you participated in during high school. (A separate page may be attached.)

Provide a written statement of your academic intentions, your personal goals, and reflect on your experience of athletics and teamwork. (A separate page may be attached.)

To accompany the Application

- Official transcript of grades stating the grade point average (GPA)

Scholarship Deadline

- Application and supporting materials are to be submitted to the Oxford High School Counseling Office.
- Deadline is April 12, 2021



President	Danielle	Wernis
General Manager	Rich	Hahn
Communications Director	Ryan	Schihl
Treasurer	Scott	Mikula
Secretary	Devon	Baldwin
Football Director	Niko	Grandchamp
Cheer Director	Kylie	Stokes
Volunteer Director	Monica	Hurley
Football Equipment Director	Chris	Baldwin
Cheer Equipment Director	Lauren	McGuckin
Fundraising Director	Amie	von Knorring
Concessions Director	Janice	Richardson

Drafting and Team Selection Procedures

Objective: The purpose of this formal procedure is to establish processes, rules and guidelines for team assignments and player placements. Furthermore, it reinforces the desired goal of OJW to establish teams with equivalent talent by providing a clearly defined process for coaching assignments, player selection and placement.

Process Members:

- Football Director
- Selection Committee – President, General Manager, Football Director
- Head Coaches

Process Order:

1. Football Director interviews and selects head coaches
 - o Selections subject to application submission and background check
 - o January – February
2. Head Coaches submit their selection of five (5) assistant coaches
 - o Assistant Coach Applications and Background Checks will be submitted **PRIOR** to evaluation camp. No Assistant Coaches may be added until **AFTER** the draft. Any additional Assistant Coach Applications can be submitted after teams have been announced.
 - o Assistant Coach selections that would be moving from one color to another must pass approval of Head Coaches and Selection Committee
 - o Selections approved by Selection Committee subject to application submission, background check and majority approval by vote of Selection Committee
 - o February – March
3. Registration is held for returning and new players
February – March
4. After Registration for returning and new players are confirmed, the basis for four teams are established using the following rules....
 - o Returning players staying at the same level are re-assigned to their previous year's team
 - o Coach's sons are assigned to teams
 - o Incoming siblings assigned to appropriate teams based upon sibling assignment
 - o JV Head Coaches decide if players moving from Freshman to JV will be placed in the draft. If no consensus can be reached then the JV Head Coaches will present their opinion to a Competition Committee comprised of the Board Officers. If a JV Head Coach is also a Board Officer, they will be excluded from participation in the Competition Committee voting, and replaced by the Director of Football and if needed, the Director of Cheer. That committee will then determine if the Freshman to JV players will be entered into the draft or move from Freshman Blue to JV Blue and likewise between Freshman Gold and JV Gold.
5. Organized and supervised by The Selection Committee, JV Player evaluation camp is held for the coaches. The camp may include either only new players or include those moving from Freshman to JV based upon draft status as determined in #4
 - o Subject to a determination of either the JV Head Coaches or the Competition Committee, players in the JV draft may include those moving from Freshman to JV level that don't meet rules in #4 and new players to the organization that don't meet one of the rules in #4.
 - o JV Coaches draft available JV players
 - o Football Director presents results of JV draft to Selection Committee for review and approval
6. Organized and supervised by Selection Committee Freshmen evaluation camp is held for coaches
 - o Freshmen coaches draft available incoming players after evaluation camp
 - o Football Director presents results of Freshmen draft to Selection Committee for review and

approval

7. When/if an agreement can't be reached on an issue above by Football Director and Coaches, an appeal can be made to Selection Committee; that decision could then be appealed to the Full Board for a final decision.
8. Finalized football rosters are reviewed by Selection Committee and Cheer Director for Cheer assignments
9. Finalized rosters are announced to OJW families after process has been completed and prior to June Camp

