

# **Becker Inferno Volleyball Association Bylaws**

## **I. Name**

- A. The name of the association is “Becker Inferno JO Volleyball,” hereinafter referred to as “Inferno”.

## **II. Philosophy**

It is the purpose of this organization to achieve the following:

- A. To provide an organized, competitive volleyball program for all players.
- B. To provide an enjoyable and memorable experience for all players.
- C. To develop volleyball skills and to gain an appreciation and higher knowledge of the game.
- D. To develop good sportsmanship and a strong work ethic.
- E. To develop the qualities of leadership and promote teamwork through the game of volleyball.
- F. To promote physical fitness and mental toughness for all players.

## **III. Eligibility**

- A. Any resident of the Becker community that is 18 years of age and under is eligible to play.
- B. We will accept applicants from other communities on a first come, first serve basis until filled.
- C. Players who are homeschooled are eligible to play.
- D.

## **IV. Registration and Fees**

- A. Participants must register prior to the start of each season during the published dates as established by Inferno. Late registrations will be allowed, for an additional fee of \$50, up to the date specified by Inferno prior to each season. After the late registration deadline, registrations may not be accepted.
- B. Registration and equipment/uniform fees will be established annually for each participant and are required. Payment will be made at the time of registration unless a request has been made in writing to and approved by the Board of Directors due to extenuating circumstances.
- C. Fees cover the costs of participation, including, but not limited to; tournament fees, , equipment and court rental fees, and payments made to coaches.
- D. Parents who also fulfill the role of the head coach must fill out the “Coach’s Agreement” contract prior to the first practice. The head coach will not receive their reimbursement check until the end of the season. Assistant coaches will not be paid, but will receive reimbursement for required NCR/JVA membership and background fees.
- E. Cancellation/Refund Policy: Any participant that completes the skills assessment and/or is placed on a team roster, that subsequently quits or no longer participates in team activities, shall no longer be eligible for a refund of registration fees. Along with this, the participant(s) will no longer be considered in

good standing and will be ruled ineligible for team participation for the entire season. Valid reasons for non-participation after evaluations may include, but are not limited to; season-ending injury, family relocation, or similar events that are beyond the player's control.

F. Players who have been cut will receive a full refund.

## V. Age Qualifications

A. Teams will be established in each of the age classifications based on the following but can be changed at any time based on situations that are not outlined in this document.

1. They will then be discussed and voted on by the Inferno Board of Directors on a case-by-case basis:
2. The age of the player will establish the team they play on unless the following applies:
  - a) The player demonstrates advanced skills and emotional maturity, allowing them to play up in age level.
  - b) The player has completed a skills assessment at each level.



### USA VOLLEYBALL JUNIOR PLAYER AGE DEFINITION For use during the 2023-2024 Season

To determine the correct age division, please find the Month of Birth in the left column and then the year of birth in the same row. The heading of the column matching the Year of Birth is the correct age bracket.

	18 & Under <sup>1</sup>	18 & Under <sup>2</sup>	17 & Under	16 & Under	15 & Under <sup>3</sup>	14 & Under <sup>4</sup>	13 & Under <sup>5</sup>	12 & Under	11 & Under	10 & Under	9 & Under	8 & Under
July	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Aug	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Sept	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Oct	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Nov	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Dec	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Jan	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Feb	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Mar	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Apr	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
May	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
June	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016

<sup>1</sup> Players who were born on or after July 1, 2004 and a high school student in the twelfth (12<sup>th</sup>) grade or below during some part of the current academic year are eligible to compete in 18 & under.

<sup>2</sup> **Female Only** - Players who were born on or after July 1, 2005, (who are defined as 18 & under by the USAV Age Definition) and are in the 11<sup>th</sup> grade for the current academic year are waived to compete in 17 & under. (This age waiver is based on recruiting concerns for 11<sup>th</sup> grade girls previously required to participate in girls 18's qualifiers and the 18's GJNC.)

<sup>3</sup> **Male Only** - Players who were born on or after July 1, 2009, OR players who were born on or after July 1, 2008 (15 years or younger) who shall neither have completed nor are in a grade higher than the eighth (8<sup>th</sup>) grade during the current academic year **are eligible to play in the 14 & Under division**. This exception is based on the net height difference of 7'4 1/8" to 7'11 5/8" between the 14 and Under Division to the 15 and Under Division.

<sup>4</sup> **Male Only** - Players who were born on or after July 1, 2009 (14 years or younger) who shall neither have completed nor are in a grade higher than the seventh grade (7<sup>th</sup>) during the current academic year are eligible for a Region approved waiver to compete in the boys 13's age group.

<sup>5</sup> **Male Only** - Players who were born on or after July 1, 2010 (13 years or younger) who shall neither have completed nor are in a grade higher than the sixth grade (6<sup>th</sup>) during the current academic year are eligible for a Region approved waiver to compete in the boys 12's age group.

## VI. Parent/Player Expectations

A. Parents:

1. Parents should ensure that their player(s) are on time for practices and games unless there is a valid excuse. A valid excuse includes
    - a) Illness (a doctor's note may be required if multiple practices are missed)
    - b) Injury (a doctor's note will be required to return to practice)
    - c) Family emergency
    - d) Church (except for Sunday tournaments)
    - e) Vacations (Coaches need to be notified at the beginning of the season)
    - f) School sports
  2. Parents should attend all games if possible and exhibit good sportsmanship.
  3. Parents are not to interfere with coaching during practice or games. The parents are not to try to coach their players at any time as this can put added stress on the players and give them mixed messages about what is expected from them. If the parent interferes at practice or a game, the coaches can ask the parent to leave at any time.
  4. Parents or coaches who exhibit unsportsmanlike conduct towards spectators, referees, other coaches, players, board members, teammates or opponents, or other parents will not be allowed to attend games. If a parent or coach does attend a game and someone reports them, the tournament director may ask the parent(s)/coach(es) to leave. If they refuse, the police will be called.
- B. Players:
1. The player's first responsibility is to the team; they must attend practice and follow the rules of the team to be eligible to play.
  2. Players must complete the yearly FULL membership training required by North Country Region Volleyball.
  3. Players represent our community and should do so with pride and good sportsmanship.
  4. Only approved Inferno jerseys may be worn by the players during official tournaments.
  5. Players will come to every tournament with their hair tied back, proper footwear, kneepads, and jerseys. If the player is not properly equipped for the tournament, they may be asked to sit out until they are properly equipped to play.
  6. Jewelry of any kind is prohibited to be worn during practices or tournaments. Fake nails or other items that may be a hindrance while playing are strongly discouraged.
  7. Players are expected to exhibit positive attitudes and behaviors at all times while representing Inferno.

## **VII. Coach Selection/Expectations**

- A. All coaches must sign the Coach's Agreement Contract.

- B. Head coaches may be required to attend a coaches clinic.
- C. A background check will be filed on each head and assistant coach.
- D. Head coaches can choose their assistant coach with the Board of Directors' approval.
- E. Head coaches must:
  - 1. Be available to coach at practices and tournaments.
  - 2. Exhibit good communication between players, parents, and the Board of Directors.
  - 3. Be available to address issues in a timely manner with the Board of Directors.
  - 4. Act responsibly and model good sportsmanship.
- F. Each coach's first responsibility is to the players and their objective is to help all players learn and develop the skills of volleyball through practices, camps, clinics, and physical fitness
- G. Confidentiality is a must.
- H. Coaches may be disciplined for the following reasons:
  - 1. Intoxication, consuming alcohol or drugs during any event or practice
  - 2. Abusive or disorderly conduct or language
  - 3. Any coach whose continued participation is deemed detrimental to the team's welfare will be removed immediately by the Board of Directors.
  - 4. Showing favoritism to their own child over other players.
  - 5. Failing to adhere to the expectations listed in Article VII.
  - 6. Inappropriate use of social media

### **VIII. Membership**

- A. All players must first register with Inferno.
- B. All players must register annually, which includes an NCR registration fee and may require an Inferno jersey fee. The NCR registration fee may increase and is not in the control of Inferno.
- C. All players must register with USAV and complete the required NCR training.
  - 1. If the required NCR training is not completed by the teams first tournament, the player will be suspended from practicing and playing until it has been completed.
- D. A player may not maintain dual membership and/or participate for another volleyball club.
- E. Members of the Inferno association are eligible to vote at the annual meeting. Only one vote is permitted per family.

### **IX. Executive Committee and Elections**

- A. Leading our Board of Directors are the members of the Executive Committee. This includes the president, vice president, and treasurer/secretary. If an Executive Committee member has to be removed because of improper conduct, a majority vote of the Executive Committee is required. Terms of committee members are defined as the following: President - 3 years, Vice President - 3

years, Treasurer - 2 years, Secretary - 2 years. The requirements of each position are as follows:

1. President:
  - a) Preside over all meetings of the Board of Directors and special meetings of the executive committee.
  - b) Coordinate player evaluations and team selections.
  - c) Coordinate parent/player meetings.
  - d) Provide general guidance to the Board of Directors.
  - e) Authorized to sign all checks, drafts, or notes of the association under the direction of the executive committee.
  - f) Attend all meetings.
2. Vice President
  - a) Responsible for keeping the Inferno website up to date.
  - b) Creating the slideshows needed for the Parent meetings.
  - c) Returning all emails that come to Inferno or forwarding them to the proper board member.
  - d) Completes the remainder of the President's term if the President either resigns or leaves the Association.
  - e) Attend all meetings.
3. Treasurer:
  - a) Maintain custody of all funds of the Association and deposit such funds in the account designated by the Executive Committee.
  - b) Maintain all finances and keep an accurate set of books.
  - c) Authorized to sign all checks and pay all bills for Inferno.
  - d) Submit a report at the annual meeting to the Board of Directors.
  - e) Report to the Executive Committee at each meeting as to the financial condition of Inferno.
  - f) Responsible for arranging and maintaining adequate insurance coverage for Inferno.
  - g) Keeps good records of all paperwork and forms for the coaches, players, and parents.
  - h) Attend all meetings.
4. Secretary:
  - a) Sets up all meetings for all Board members and creates meeting minutes.
  - b) Will make all files accessible to all board members via Google Docs.
  - c) Attend all meetings.
5. Equipment, Apparel, and Jersey Coordinator:
  - a) Responsible for organizing jerseys and providing samples for players to try on prior to the season.
  - b) Responsible for ordering all apparel.
  - c) Responsible for maintaining the inventory of all Inferno equipment
  - d) Responsible for equipment check-in and check-out.

- e) Responsible for ordering any new equipment that may be needed for the current year and the following year.
  - f) Reports any equipment that needs to be replaced due to damage or loss to the Board of Directors for approval.
  - g) Attend all meetings.
6. Director of Coaches / SportsEngine:
- a) Responsible for keeping Sports Engine up to date and for submitting to parents the access needed to view their player's schedules.
  - b) Responsible for all aspects of the tournament, including but not limited to: communicating to coaches and teams the dates and times of each tournament.
  - c) Distributing coaching forms and collecting completed coach's contracts and background check results.
  - d) Responsible for a coaches meeting/clinic at the beginning of the season and a coaches meeting at the end of the season.
  - e) Attend all meetings.

## **X. Nepotism Policy**

If a board member has a child who is playing, they will have to give up their rights to assist in the formation of teams that their player could possibly fall into.. Any board member interfering with the selection or creation of the teams will be asked to step down as a board member. If this happens, the player will be placed on the appropriate team pending investigation of the misconduct.

A. Executive Committee members with voting rights include the following positions:

- 1. President, Corey Martell - 763-482-9454
- 2. Vice President - Open
- 3. Treasurer, Open
- 4. Director of Coaches & Sports Engine - Open
- 5. Equipment, Apparel, & Jersey Coordinator - Open
- 6. Secretary - Open

B. Committee Advisors without voting rights include the following:

- 1. \
- 2. Media Relations/IT, Jess Vealetzek - 612-352-8890

## **XI. Code of Conduct / Grievance Procedure**

A. After your athlete has attempted to speak with the coach on their own, consider the following before acting further:

- 1. Coaches will not discuss "coaching decisions" that involve another player/player(s).
- 2. The playing time of an athlete is determined by the coach, taking into consideration the following:
  - a) The athlete's ability.
  - b) The athlete's potential.

- c) The team's needs at the present time.
  - d) The team's needs in the future to foster success.
  - e) Players' attitude towards other players, coaches, and/or themselves.
- B. Procedures to follow if you as a parent have concerns about policies or actions:
  - 1. Adhere to the 24-hour rule.
  - 2. Order of escalation when concerns arise:
    - a) Player to parent
    - b) Player to coach
    - c) Parent to coach
    - d) Parent to Board of Directors
  - 3. Parents are not to approach a coach during a tournament or play date and should set up a meeting at a later date. The coaches will be instructed NOT to discuss any controversial matter and to refer the parent to the Inferno JO Board of Directors.
  - 4. If the matter remains unresolved the parent may contact the Inferno JO Board of Directors and request a meeting with the coach and the members. We will ask the athlete to attend the meeting as well. Players must treat their coach with respect. If issues arise, they will be addressed by the coach. If the issues persist, the coach will address them with the player and their parent(s)/guardian(s). Ongoing issues may end in the termination of the player from the organization (with NO REFUND).

## **XII. Funding**

- A. All money collected by Inferno for registrations and uniforms will be deposited in the INFERNO volleyball account.

## **XIII. Team Selection**

- A. INFERNO will form more than one team at each age classification when there are enough players to place at least six (6) players on each team.
- B. Teams at the 10U level will not have tryouts. If there are enough players for two or more teams, players will be divided by age from oldest to youngest.
- C. Teams at the 11U, 12U, 13U, 14U, 15U, 16U, 17U, & 18U will be selected based on a skill assessment for all players. If there are enough players for two or more teams, they will be divided based on skill assessment and positional need.
- D. Skill assessment will be conducted by impartial adults/coaches from communities outside of the Becker community and Inferno whenever possible.
- E. Competitive teams may participate at higher level than the players on the other teams.
- F. The players will not be placed on teams based on any reasons other than skill assessment and positional need.
- G. A 12U-17U player is eligible to move up in level(s) if the following conditions are met:

1. The player completes evaluations for each level
  2. Must demonstrate emotional maturity for the older age classification
  3. The player must score in the top third of the older age group
- H. On competitive teams, the players that score in the top six will automatically be placed on the competitive team. The remaining players will be placed based on their skill assessment and positional need.
- I. The board has discretion to amend above team selection guidelines based on registration numbers.

#### **XIV. Playing Time**

- A. All athletes who make a 10U - 12U team will see as close to equal playing time as possible.
- B. All athletes who make a 13U - 18U team will see playing time but there will NOT be equal playing time at these levels. Athletes are expected to earn their playing time by having a great work ethic, attitude, implementing coach's suggestions on improvement, and being a good teammate.
- C. Winning occurs through mental toughness, physical ability, positive attitude, coaching, and teamwork.
- D. We will be coaching to win. This means putting the strongest team on the court during a tournament, and in particular, during the playoffs of a tournament.
- E. All players will receive an equal opportunity to practice. Game play time will be based on skill level, practice intensity, missed practice time, attitude, and the position played may be a determining factor in playing time.
- F. These are important guidelines for setting clear expectations for both players and parents. They will help us all have a positive experience during the JO volleyball season.

#### **XV. Social Media Policy**

- A. All players and coaches should act appropriately on social media. Posting negative comments or photos about teammates or other players/coaches will result in players being benched or permanently removed from their team. This includes but is not limited to Snapchat, TikTok, Instagram, Facebook, BeReal, etc.

#### **XVI. Amendments to By-Laws**

- A. These by-laws may be amended by a 2/3 majority vote of the members present at the annual meeting. By-laws shall be reviewed regularly and finalized on an annual basis.

#### **XVII. Miscellaneous**

- A. Everyone participating in the development of youth volleyball through Inferno, shall act in a responsible and appropriate manner. In the event of the loss, damage to property, or causes of action resulting in the injury of any person, it shall be the policy of Inferno that all officials involved in the action whether



Executive Committee members or volunteers assisting shall be held harmless provided the action taken was made with the exercise of usual judgement and care, under circumstances then prevailing which people of prudence, discretion, and intelligence exercise in their own affairs.