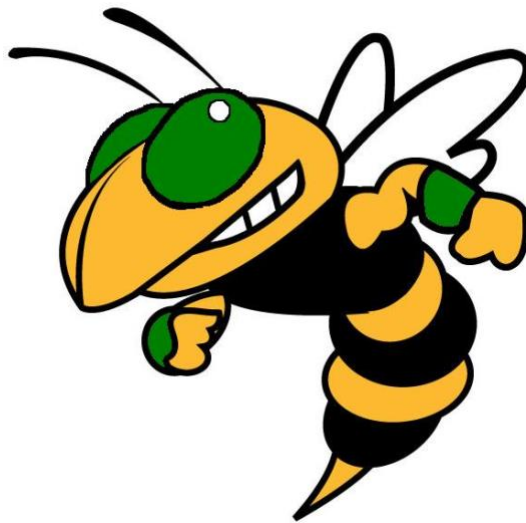


# North Reading Youth Softball, Inc.



## Bylaws 2021

[www.northreadingsoftball.com](http://www.northreadingsoftball.com)

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# 1 Name

The name of this organization shall be North Reading Youth Softball, Inc., which is based in North Reading, Massachusetts. North Reading Youth Softball, Inc. It may be referred to elsewhere in the Bylaws or Rules of Play as the "Organization" or the "League" or "North Reading Girls Softball" or "NRGS".

# 2 Mission Statement

North Reading Girls Softball is a non-profit youth sports organization dedicated to providing a safe, positive, and fun environment in which our players can learn the fundamentals of softball while also enhancing their self-esteem, self-confidence, and self-discipline.

We not only strive to teach age-appropriate softball skills, but also important character traits such as good work ethic, dedication to realization of goals, self-motivation, value of teamwork, sportsmanship, and most importantly, respect for themselves and others.

NRGS acknowledges and celebrates the continued tradition of our program, but realizes our players are children, not professionals. It is a priority that they have fun. We are committed to providing every child a positive youth softball experience.

# 3 Board of Directors

The North Reading Youth Softball, Inc. Board of Directors (the "Board") shall be comprised of at least three (3) board members (the "Board Members"). The specific positions and duties of the Board Members may change over time, as needed.

## A. Board Member Terms:

1. Any full-time resident of North Reading, who is willing to make the time commitment, is eligible to serve on the Board. Additionally, any non-North Reading parent/legal guardian, with a child registered in the program is eligible to serve on the Board.
2. Candidates for open office may be nominated from the floor at the annual meeting.
3. Unopposed candidates for any Board position must receive greater than 50% of the total votes cast for the position at the election, or the position remains open.
4. Elections for positions will take place annually at the October meeting (the "Annual Meeting") or as needed, by Board approval.
5. All elections for positions, which have more than one party for consideration, will be by written ballot.
6. A majority vote of the Board Members present is required for election, provided a quorum is satisfied.
7. All terms consist of two (2) years and will commence on January 1<sup>st</sup> of the following calendar year.

8. If a Board Member is unable to complete the full term of his/her elected position, the Board shall appoint another Board Member to served that position until a new candidate is elected to fill that position.
9. Board Members who wish to resign must submit their resignation in writing to the President prior to the Annual Meeting.
10. The Board has the responsibility of filling vacancies in elected positions.
11. The Board has the authority to remove a Board Member, for just cause, by a two-thirds vote.
12. Board Members receive no compensation for their participation on the Board.

## 4 Board of Directors Meetings

- A. A Designated Board Member composes the meeting agendas and makes every effort to distribute the agenda to all Board Members prior to meetings.
- B. Following each meeting, a designated Board Member should email the minutes to all Board Members.
- C. The Board shall decide all questions that come before it by majority vote except that a two-thirds vote is required to amend these bylaws or remove an officer. In the case of a tie vote a second vote shall be taken. If the vote remains tied, then the President shall decide the issue.
- D. Board Members are expected to attend 70% of Board of Director Meetings. If a Board Member's attendance is below 70%, it is the discretion of the Board to remove such member as stated in **Section 3**, item **11**.
- E. Board meetings shall be scheduled by the President, usually on a monthly basis. The President may call additional special meetings as needed. 50% of the total Board constitutes a quorum. All voting parties, with privilege to vote at the time, must be present at deliberation of said topic to cast a vote on the pending issue. Telephonic and other electronic presence is considered presence for the purpose of these bylaws.
- F. The Board may vote on necessary matters between meetings via email. A majority of all Board members is required to pass an email vote.

## 5 Structure of the League

- A. The North Reading Youth Softball, Inc. league consists of In-Town Teams during the spring season. The Spring In-Town season is a recreational program. The Division in which a player will participate depends on the player's grade as of September 1<sup>st</sup> of the current season's school year (the "Current Year"). The teams consist of equal players, and depending on the division, are selected by a player selection process. The divisions for the spring season are as follows:

1. 6U Comprised of players in pre-kindergarten and kindergarten in the Current Year  
Teams formed by designated Board Member
  2. 8U Comprised of players in 1<sup>st</sup> and 2<sup>nd</sup> grade in the Current Year  
Teams formed by designated Board Member
  3. 10U Comprised of players in 3<sup>th</sup> and 4<sup>th</sup> grade in the Current Year  
Teams formed per Sections 10 and 11
  4. 12U Comprised of players in 5<sup>th</sup> and 6<sup>th</sup> grade in the Current Year  
Teams formed per Sections 10 and 11
  5. 14U Comprised of players in 7<sup>th</sup> and 8<sup>th</sup> grade, as well as USA Softball age eligible  
players in 9<sup>th</sup> grade (any 9<sup>th</sup> grade player who has not turned 15 on or after  
1/1 of the Current Year)  
Teams formed per Sections 10 and 11
- B. The North Reading Youth Softball, Inc. League also consists of teams that participate in the USA Softball of Massachusetts Middle-Essex League (the "Middle-Essex League") during the summer season. The North Reading Middle-Essex Travel Team follows the Middle-Essex League rules and are formed by player evaluations. Refer to the Middle-Essex By-Laws for guidance concerning out of town players; out of town players can be chosen after all North Reading players have been placed. The number of teams will vary depending on player interest and coaching availability. While any individual who expresses an interest in coaching is eligible to apply for a position, final determinations on coaching staffs for each Middle-Essex League team is made by a majority vote of the Board. The divisions for the summer season are as follows:
1. 10U
  2. 12U
  3. 14U
  4. 18U
- C. Each League/Division will have its own set of rules published in the individual League/Division Rules Document. Playing rules may be amended at any Board meeting by a majority vote but cannot be changed after the start of the season. All approved amendments, edits, and/or other changes to the League/Division Rules shall be dated and archived.

## 6 Player Eligibility

- A. Players are eligible to play in the divisions as determined in the NRGs rules and regulations. Exceptions will be made with the approval of the Board. The following guidelines will be used to determine NRGs eligibility:

1. Safety – Safety is always the first consideration and no child will be allowed to move up to a division if their safety is in question
  2. Convenience – The Board will take into consideration family convenience when a family has multiple children in the program
- B. All players must acknowledge and comply with the North Reading Girls Softball Player Code of Conduct
- C. NRGs Spring In-Town Divisions are defined by school grade, not date-of-birth. Players play with their appropriate grade level as long as they are USA Softball age eligible.
- D. Any moves between divisions require Board approval by a majority vote. A player may request to play down a division from their eligible grade level as long as they are USA Softball age eligible. For divisions with at player evaluation, a player may choose to attend the player evaluation of an older division, limited to one division higher than the players grade appropriate division only, for the purpose of being considered for entry by the Board into that division’s player selection process. The circumstances under which a younger player may be selected by a higher division team are described in Section 10.

## 7 Registration Fees

- A. The Board determines player registration fees on an annual basis. Fees are based on previous years’ per player cost, town user fees, and an estimate of general league operations.
- B. Hardship cases are allowed to individuals who apply and receive approval from the President of North Reading Youth Softball, Inc. Board Members must direct all hardship cases to the President as strict confidentiality is required to protect the privacy of the player.

## 8 Player Registration

- A. NRGs Registration is conducted online. It opens on or about November 1<sup>st</sup> and closes on or about March 15<sup>th</sup>.
- B. Late registration is allowed at the discretion of the Board and may be assessed a late registration fee in addition to the registration fee mentions in **Section 7**.
- C. Players must register for a division’s player evaluation based on their grade as of September 1<sup>st</sup> in the current season’s school year. Playing up potential is decided following player evaluations, is based on numbers, and always considers player safety as a top priority (See **Section 6** and **10** for details).

## 9 Coaches

- A. All coaches must acknowledge and abide by the rules and regulations of NRGs. Coaches are responsible for implementing all NRGs initiatives.
- B. Coaches are role models and are expected to represent and deliver on the NRGs Mission Statement. Our coaches must be leaders on the field and promote safe and fun softball.
- C. Any individual who expresses an interest in being a head or assistant coach is eligible to apply for a position. The Board reviews their qualifications and makes the coach selections based on majority vote.
- D. Each coach must complete and sign a Massachusetts CORI Form and pass a background check.
- E. All coaches must acknowledge and comply with the North Reading Girls Softball Parent Code of Conduct.
- F. All coaches must follow the zero tolerance policy. Any coach ejected from a game will be suspended for one (1) game before being allowed to return in a coaching capacity.

## 10 Player Evaluations

- A. The 10U, 12U, and 14U Spring In-Town Divisions each hold a player evaluation prior to the start of the season (the "Player Evaluations"). The Player Evaluations allow coaches to evaluate players prior to selecting teams. Each player is required to attend her division's Player Evaluation, based on the appropriate age level.
- B. The Player Evaluations, if any, for each division shall be scheduled at the board discretion before opening day at a time and location selected by the Board.
- C. A player may attend the Player Evaluation of an older division for the purpose of being considered for entry by the Board into that division's player selection, in addition to attending the player evaluation of the division for the player's age level. At the Board's discretion, these evaluations can be combined so that each player requesting to move up a division can be evaluated by both division's coaches at the same time.
- D. In order for a younger player to play up, the following criteria must be met:
  - 1. Younger player must have prior softball or baseball playing experience
  - 2. A roster spot in the division is open which does not prevent any other player from playing in her age appropriate division
  - 3. The younger player attends the division Player Evaluation for her age level unless requested by the Board

4. The younger player has the skills necessary for playing in that division, at the speed of that division, without putting her safety at risk
5. A majority of the Board votes to allow the younger player to be entered into the higher division Player Selection.

## **11 Player Selections**

- A. The 10U, 12U, and 14U teams are chosen at a player selection (the "Player Selections"). The Player Selections ensures a competitive balance throughout the divisions and overall league.
- B. The selection order of each Player Selection is determined by picking random numbers following the conclusion of the division's Player Evaluation. The designated Board Members (the "Player Selection Directors") oversee this process.
- C. Before the day of the Player Selections, the Board of Directors place all coaches' children in the Player Selection ranking for those players' division(s). The placement is presented to the Player Selection participants and opened for discussion. This process is conducted by mutual agreement of all participating coaches and the Player Selection Directors. In the event of a disagreement, the Player Selection Directors have final say on the placement of coaches' children.
- D. The Player Selections are held following Player Evaluations, at a location and time designated by the Board. Player Selections are conducted and supervised by the Player Selection Directors.
- E. The Player Selection Directors shall make every effort to maintain equality throughout all division Player Selections and may intervene if a coach is making uninformed selections.

## **12 Scheduling**

- A. The NRGs season begins on or about the Sunday at the end of April vacation and runs through approximately the 2<sup>nd</sup> week of June.
- B. Each team is scheduled to play games depending on field availability. The league's goal is to play as many regular season games as possible.
- C. Coaches cannot cancel a game without the approval of the designated Board Member.
- D. The Board does not schedule make-up games. Individual teams may, by mutual agreement of the coaches, make up a cancelled game. The coaches of those teams are

solely responsible for contacting the appropriate Board Member to confirm field availability, schedule a field, and request the Board schedule an umpire, if in a division in which umpires are usually supplied by the League for a game.

- E. The Board may schedule end of the season field days, playoffs, tournaments, or other such events at their discretion.
- F. If playoffs or tournaments occur, the format is based on seeding and number of teams. The Board may determine alternate playoff or tournament formats based on majority vote.

## **13 Sponsors**

The Board calculates sponsorship fees. Sponsors are solicited as necessary.

## **14 Awards Night**

- A. Awards Night is the NRGs annual end-of-season event.
- B. The event is held at a time and location selected by the Board. Player Trophies and Sponsor Plaques, if any, are handed out at Awards Night at the discretion of the Board.

## **15 Scholarships**

The Board may designate a sum of funds to be given to a high school senior or seniors as scholarships. Such scholarships, if any, shall be determined by majority vote of the Board.

## **16 Parks and Recreation**

The Board communicates and does business with the North Reading Parks and Recreation Department on all matters concerning usage of the fields.

## **17 NRGs Bylaws**

- A. The Board shall have the sole authority to amend the Bylaws by a two-thirds vote.
- B. The latest revision of the North Reading Youth Softball, Inc. Bylaws was voted in on June 6, 2021.