

MINNEAPOLIS YOUTH BASEBALL ASSOCIATION

Traveling Baseball Handbook 2014



1. Mission & Guiding Principles

Welcome to the Minneapolis Youth Baseball Association (MYBA).

The Minneapolis Youth Baseball Association (MYBA) is 501(c)(3) non-profit organization governed and operated by **an all-volunteer board** comprised of individuals who are passionate about teaching kids to play baseball the right way. Our goal is to consistently place athletes at the most appropriate level of competition that best supports their long-term development.

MYBA draws its players from the city of Minneapolis and fields teams for players aged 7-15 years old. MYBA is a member in good standing of the Metro Baseball League (MBL) and competes against teams from other Metro Baseball League communities such as Bloomington, Eden Prairie, Burnsville, Chaska, and others in regular season league play. In tournament competition, MYBA teams occasionally travel as far south as Rochester and as far north as St. Cloud. Each year, MYBA sends 1 12U team to compete in the Cooperstown Dreams Park tournament. Other than that, out of state tournaments are rare, although some teams opt to compete in them.

For purposes of this document, MYBA shall mean the MYBA Board of Directors, the MYBA Tryout Committee, the MYBA Travel Director, and/or any other committee or person(s) operating under the express authority of MYBA. MYBA shall resolve issues and make decisions with regard to the organization within its sole and absolute discretion.

Mission

MYBA's mission is to offer young athletes an opportunity to learn and play competitive baseball with players of similar ability at a higher level than offered by in-house programs.

MYBA's goal is to equip players with a solid baseball foundation in terms of technical skills and game strategy so they can effectively compete at higher levels.

Guiding Principles

MYBA board members and coaches are expected to embrace the following principles, and use them as guidelines in making all policy decisions, particularly with regard to player development and team placement.

1. Act in the best interests of a child's athletic development at all times — We are keenly aware that all kids are born with different levels of athletic ability; each child progresses at a different pace. With this in mind, we believe that a child will ultimately have the best sports experience and maximize their skill development when he/she competes at a level that presents a challenge best suited to the child's skills. If the level is too difficult, the child will find it difficult to gain confidence. Conversely, if the level

doesn't present a challenge, the child will not reach his/her true potential.

- **Note:** When parents enroll their kids in the program, they have entrusted MYBA to assess their skill level and assign them to a level where MYBA believes they can best develop their skills, and eventually compete at the high school level.

2. Fairness – We understand that fairness is never 100% achievable. Nonetheless, we strive for it in all facets of our player evaluation, team selection, and coach selection processes. MYBA continually reviews and improves its player evaluation, team selection and coach selection processes each year to ensure they provide the most accurate assessment possible, so all players are placed at the skill level that will maximize their development.

3. Objectivity – We recognize that MYBA is comprised primarily of parent volunteers who currently have kids participating in the program. To act in the best interests of a child's athletic development, MYBA fully expects all board members, coaches, parents and evaluators to **maintain objectivity regarding each player's skills, regardless of parental relationships, friendships, politics and other factors that can affect player evaluation and team selection.** All relationships, friendships and politics must be set aside when making decisions affecting player team placement and development. We seek to always put the kids' interest first, with the belief that the organization is designed to serve them first and foremost.

4. Accountability – Parents, coaches, players, and board members must abide by all MYBA policies set forth (coach expectations, codes of conduct, etc.) and be accountable to all consequences. Adults involved in MYBA as a volunteer or a fan are expected to maintain their composure at all times, and should be role models for the kids they are supporting.

2. About MYBA

MYBA Board

MYBA is 501(c)(3) non-profit organization governed and operated by an **all-volunteer board** comprised of individuals who are passionate about teaching kids to play baseball the right way. Board governance requires establishment and enforcement of proactive and reactive policies with a focus on making decisions that are in the best interest of the player and the association. The Board operates with sole and absolute discretion under the association's bylaws located on our website.

Eligibility

1. Age – A player **must register** for the age bracket based upon the player's age as of April 30th of the current year and **play** within their own age bracket. Players are not permitted to "play down" (playing at a lower age group) under any circumstances. **In**

special cases, “gap” players, players with birthdays between May 1st and August 31st, are permitted to play with their grade in school. For example, a ten year old may be permitted to play with the eleven year old players provided his birth date is between May 1st and August 31st **and** he is in the 5th grade in school.

2. Residency – Player participation in MYBA is restricted to children ages 7 to 15 currently residing within the City of Minneapolis. or attending a Minneapolis Public School MYBA may allow non-residents to participate in MYBA, however, under very limited circumstances, and only under the approval of the Metro Baseball League within their rules set forth below.

(Taken from MBL website on 01/28/14)

- **"The Metro Baseball League is a community-based program. Players are eligible to participate on teams from the community in which they live with their parent(s) or legal guardian, or their school attendance area. In some cases a "natural baseball community" exists which may be a combination of nearby communities based on high school attendance area. However, this is NOT intended to allow all-star or recruited teams to be formed. The MBL Board of Directors reserves the right to rule on any questionable situations."**
- **If a player attends a private school in another community, the option is for that player to play for that school's summer program. e.g.- if a player lives in 'Pipestone' and attends school at 'Holy Angels' then the player would be eligible to play for either Pipestone's Or Holy Angels Summer Program."**

In the case of a non-resident requesting a waiver to participate in MYBA, we emphasize that the waiver request must be made to MBL first. If said waiver is approved by MBL, only under these conditions will MYBA decide if said player can participate based on the following criteria:

- whether allowing the child to play would deprive a Minneapolis resident from participating on the team
- whether there is a traveling baseball program in the community where the non-resident child lives
- the reason why the child wants to play on a MYBA team (e.g., school connections to other MYBA players)

3. Outside / Core Group teams – The MYBA Board, within its sole and absolute discretion, will not permit outside teams already formed to participate in MYBA. All players must be evaluated at MYBA tryouts and coaches must apply to coach in the organization. If, for example, a coach has coached a group at the park board level, all

players would have to participate in the tryout process and the coach would have to participate in a coach interview.

Participation Commitment – what to expect

As a general rule, expect your child to participate in up to four MYBA “events” per week. This means, once the regular season begins, two games and two practices per week are typical. Coaches may modify the number of weekly practices depending on the number of games and tournaments in a given week.

Player attendance and participation at all practices and games is expected. It is critical to the development of the individual player and to the team. Unexcused absences may result in a reduction of playing time at the discretion of the team’s head coach and, in certain cases, dismissal at the discretion of the MYBA board. There is much to teach and learn in a short season!

Here’s how a typical season breaks down.

Pre-season – practices generally begin on or around April 1st. If a coach secures an indoor facility, a team may begin practice as early as mid-March. Pre-season consists of practices and scrimmages, with practices held at area parks including Pearl, Lynnhurst, Todd, Kenny, etc. Practices are generally 75-90 minutes, but at times may be longer depending upon the coach.

Season Games & Tournaments – Regular season games begin in early May and run through mid-July. There are usually two games weekly over an eight-week period for a total of 16 regular season games. Home games are typically played at the Neiman fields off of 62-Crosstown south of the airport. Additionally, there is an end-of-season single elimination league playoff tournament. MYBA teams also participate in two or three weekend tournaments, some possibly out-of-town. Teams may participate in additional tournaments subject to the decisions of coaches and parents.

Post-season – playoffs and tournaments may extend the season to the end of July. Some players may also have an opportunity to participate in the August Classic All Star games operated by MBL in early August. Further, MYBA teams may participate in one or more state tournaments such as MBT, MSF, and GSTC. Some state tournaments are by invitation only and depend upon the teams’ success in qualifying tournaments.

Parent Commitment

Observing practice and attending games is highly recommended. Parents engaged in the overall team’s progress are more likely to enjoy the season and appreciate coaching decisions about position, playing time and strategy.

- MYBA encourages parents to volunteer to assist the team in a variety of roles (assistant coach, statistician, book keeper, team manager, etc.). These roles are critical to a successful team and allow the Head Coach to focus on player

- development and team success.
- MYBA occasionally calls upon its parents to volunteer on an association level to help with tryouts, fundraising and other activities.

Costs & Participation Fees

MYBA strives to keep participation fees as reasonable as possible. These fees are the source of MYBA's operating funds and are 100% allocated to support traveling baseball.

- Try-out fees (\$25 - \$40)
- Season participation fees range from \$150 - \$495 per season depending upon age level. All fees are subject to change. Participation fee includes game uniform that players keep (cap, pants, belt, socks and two jerseys), field rental, umpire fees, association insurance and limited team equipment. Fees also cover participation in up to two or three tournaments (depending upon age bracket). Please visit MYBA's website for updated fee information: www.myba.us
- If teams elect to play in tournaments beyond those paid by MYBA, families will incur an extra per-player registration fee. Participation in additional tournaments is elective and coaches will consult with parents before committing the team.
- **Refunds** – Participation fees may be refunded in whole or in part if a player's relationship with MYBA is terminated, for example, by a season-ending injury. Refunds are granted at the sole and absolute discretion of the MYBA Board.
- Players must provide their own bat, glove, athletic protector (cup), batting helmet, and cleats (plastic cleats for ages 12 and under). Helmets may be purchased from MYBA at tryouts or by contacting MYBA's equipment manager. Additionally, a coach may request that the team wear non-game uniform apparel to practice. Though not mandatory, cooperation in this regard is encouraged. Practice pants and shirts may be purchased for a nominal price at local sporting goods stores.

Example of single season expense for a MYBA player:

Tryout Fee:	\$ 40
Registration Fee:	\$395 (avg. cost)
MYBA Batting Helmet	\$ 15
Extra Tournament Fee (team decision):	\$ 35
Total:	\$490

Payment – All fees must be paid in full on behalf of a player immediately after that player accepts a spot on a team. Payment arrangements may be made, if necessary, by contacting MYBA's treasurer. No uniform will be distributed and participation will not be allowed until all fees are paid in full.

Financial Aid – MYBA extends financial aid to families in need of subsidized participation fees. Additionally, MYBA attempts to organize efforts to provide opportunities for players and their families to earn participation fee subsidies. For more information on financial aid or for an application, please contact your team's head coach or

the MYBA Treasurer.

Playing Expectations

Philosophy – Player development is core to the mission of MYBA. To support this goal, MYBA coaches will focus on teaching and equipping players with a solid baseball foundation in terms of technical skills and game strategy so they can effectively compete at higher levels as they advance. Practice time and games will provide an opportunity for players to learn baseball fundamentals (throwing, hitting, base running, etc.) while competing against players of similar caliber.

Playing Time – MYBA seeks to field competitive teams for play in traveling baseball. Decisions concerning playing time for each player are left to the sole discretion of the coaching staff. Parents and players alike should understand that MYBA is not committed to the concept of equal playing time for every member of the team nor is there any guarantee of playing time. However, in the interest of player development, MYBA expects its coaches to provide meaningful playing time for each player in every game, subject to issues of discipline, injury or other mitigating factors.

Batting Order – MBL league rules require that teams in 9 to 13 year-old age brackets use continuous batting order during a single game. The 14-15 year-old age brackets do not use a continuous batting order and may use a designated hitter. (Note –these rules may have some effect on playing time – i.e. some players will not have the opportunity to bat as frequently as their peers and the DH will not have the opportunity to play defensively as frequently as his peers.)

Position Rotation – MYBA does not require that coaches rotate every player through every position, either during the course of a game or over the course of the season. Determinations of player positions and rotation are subject to the sole discretion of the teams' coaches. MYBA encourages coaches to let players of comparable ability play in various positions but, again, this is left to the discretion of the coaches.

Parental Expectations – MYBA understands that parents may at times have a concern with playing time of an individual player. In these situations, it is strongly encouraged that parents communicate any such concerns to the head coach. Playing time decisions are at the sole discretion of the head coach and any discussion and subsequent remedy of a concern is encouraged to take place between parent and coach.

3. Codes of Conduct

Board of Directors

MYBA Directors are expected to adhere to all policies, guidelines and rules of the

association as outlined in this handbook and the association bylaws. **As stipulated in the Guiding Principles (Section 1)**, Directors are expected to act on behalf of the association at all times, and should strive to remove any bias or lack of objectivity from their decisions made on behalf of the organization.

Consistent with this expectation to act in the best interests of a child's athletic development, MYBA fully expects all board members to maintain objectivity regarding each player's skills, regardless of parental relationships, friendships, politics and other factors that can affect player evaluation and team selection. Directors must retain a high degree of professionalism on and off the field, and are subject to discipline or removal if they fail to display conduct consistent with the governing rules of the association.

Parents/Spectators

Philosophy – In order to represent Minneapolis with class and dignity, parents and spectators are expected to maintain conduct consistent with good sportsmanship by showing positive support and respect for all players, coaches, administrators, and umpires. Parents and spectators will remember that the baseball field is for the kids to play a game, not for adult interference. Parents will make events a positive experience for the players and will not undermine or question the coach's instructions, directions, or decisions.

Policy – The Minneapolis Youth Baseball Association (MYBA) has certain conduct expectations of all of the parents of players participating on MYBA teams. These conduct expectations apply to parents of all players regardless of age group or team level (AAA, AA and A). MYBA's expectations regarding parent conduct apply equally at practices, games and tournaments. A parent who fails to adhere to the behavioral expectations set forth below may jeopardize his or her child's continued participation in the MYBA organization. In certain circumstances, a parent's conduct may result in a child's suspension or removal from a team. Decisions to suspend or remove a player from a team because of a parent's behavior must be approved by the MYBA Board.

Set forth below are the minimum expectations for the parents of each player in the MYBA organization. Please read these expectations carefully.

Games and Tournaments

- 1) During games, parents will be respectful of the umpires.
- 2) During games, parents will be respectful of the players on the other teams.
- 3) During games, parents will treat their child's teammates and the coaches respectfully.
- 4) During games, parents will be respectful of the fans of our team and our opponents.
- 5) During games, parents will not enter the dug-out to express criticisms of the coaching staff or the players on the team, including my own child.

General

- 6) Parents will not use profanity or vulgarity when observing practices or games.

7) If Parents have concerns about the way their child is being treated (e.g., playing time or position issues, general treatment issues, etc.), they will address these issues with the coaching staff, but will not do so during or immediately after a game.

8) If Parents are not comfortable addressing issues referenced above with the coaches, they will notify one or more of the members of the MYBA Board. They will try to do so promptly after the issue has arisen, recognizing that delays in sharing these concerns prevents the MYBA organization from responding meaningfully to the issues identified.

10) If Parents observe their child's failure to adhere to the rules delineated in the **Player's Code of Conduct**, or if a coach on his team alerts you to violations of the Player's Code of Conduct by my son, Parents will discuss these issues with their child and help him understand that his failure to adhere to the rules set forth by MYBA could have negative effects on his participation on his MYBA team.

Parents failing to comply with the code of conduct may be suspended or permanently dismissed from MYBA participation. The MYBA Board shall decide upon parent suspension or dismissal in its sole and absolute discretion. The MYBA Board may elect to take all, some, or none of the following actions in regard to a parent under review for improper behavior:

- Verbal Warning
- Written Warning
- Practice(s) and / or Game(s) Suspension
- Season Suspension
- Permanent dismissal from MYBA

Players

Players are expected to display the highest level of sportsmanship at all times, reflecting positively on the team and the association. Players that do not display high standards of conduct and sportsmanship may be subject to discipline from the head coach and/or MYBA Board.

A player may be dismissed from MYBA for reasons, including but not limited to:

- failure to attend practices and/or games;
- consistent and uncorrected disruptive or defiant behavior at practices or games;
- abusive behavior toward the team's coaches or teammates, umpires or opponents;
- negligent or intentional damage to the team's or other's property;
- conduct that endangers the safety of teammates or others;
- uncorrected use of profanity or vulgar language;
- continued play in such a manner as to endanger others;
- failure to comply with rules governing play;
- uncorrected unsportsmanlike behavior;
- or for any conduct that violates the law.

Before requesting that the MYBA Board remove a player, the head coach shall review the situation with the player and his parents in an attempt to correct the behavior in

question. If, in the coach's opinion, there is a failure to agree to or affect satisfactory changes in behavior, the coach shall bring the matter before the MYBA President which shall review the facts and circumstances and may bring the matter before the MYBA board, who, in its sole and absolute discretion, may dismiss the player from MYBA or take any other action to correct the situation.

A coach may immediately suspend a player or request his removal by the MYBA Board without first addressing the player's parents if the player has engaged in criminal conduct toward a teammate, a player on another team, a member of the coaching staff, a spectator, or an umpire.

Drug / Alcohol / Tobacco Policy

Drugs and Alcohol – MYBA mandates that all players, coaches, parents, and/or related other individuals participating in a MYBA activity (practice, scrimmage, or game) refrain from the use of alcohol and/or a controlled substance during that activity.

It shall be a violation of MYBA policy for a player, coach, or parent volunteer while participating in a MYBA youth activity:

- to consume or be under the influence of alcoholic beverages or any controlled substance
- have in their possession, buy, sell, or give away alcoholic beverages or any controlled substance.

Tobacco Policy – It is a violation of MYBA policy for a player participating in its traveling baseball program to use tobacco or tobacco products. MYBA coaches are not permitted to use tobacco in any form during a MYBA practice, scrimmage or game. If a parent uses tobacco during a baseball activity, they must remove themselves at least 100 feet from the playing area which includes the bench area. Please note that many fields where MYBA plays forbid the use of any tobacco products anywhere within the park. MYBA expects parents of the MYBA players to adhere to the posted policies of these organizations.

Dispute Resolution

Players and parents should address any questions concerning MYBA or team policies / issues to the team's head coach. MYBA recommends that such discussions take place away from other players and parents and not immediately before, after, or during practices or games. Please keep all conversations civil.

If a player or parent believes their question or issue has not been addressed by the coach in a satisfactory manner they may contact any member of the MYBA Board, but should do so only after exhausting all reasonable efforts to resolve the matter with the coach or the coaching staff. When approaching a MYBA Board member, the player or parent should follow the same guidelines for civility and discretion as indicated above.

"24 Hour Rule" – When a player or parent has a major concern about the handling of the team, an individual player or a general MYBA matter, they should adhere to the "24 Hour Rule" which urges a party to wait at least 24 hours, before approaching a coach on the matter. The 24-hour waiting period permits passions to subside so that the parties may address issues objectively. Failing resolution of a major issue with the team's coach, a player / parent may bring their concerns to the MYBA Board for review.

Any disputes brought before the MYBA Board shall be subject to action within MYBA's sole and absolute discretion. Actions may include, but are not limited to, internal mediation of the dispute or making a direct determination as to a resolution. Resolutions imposed by the MYBA Board shall be final and not subject to appeal.

4. Team Formation

Tryouts

MYBA's tryout and team selection rules and procedures are designed to comply with MYBA's general philosophy of desiring to provide a competitive and high level baseball experience for Minneapolis area youth. MYBA desires that its tryout process accurately, and without bias, evaluate the baseball skills of its player-candidates.

Team Selection –MYBA desires that its player-candidates be selected, and teams formed, on the basis of player skill and the ability of the team to be competitive within its division. Prior participation on a specific team and prior participation at a specific level does not entitle the player to preference in future seasons.

Tryout and Team Selection Criteria –MYBA believes that player-candidates shall be evaluated on their baseball skills in an unbiased manner. Player-candidates are selected for a team based on the following criteria –

- Tryout #1 scores
- Coaches' pre-tryout ranking ("PTR" is a numerical ranking of the individual players on all MYBA teams at the end of a season by the head coach and at least two assistant coaches determined confidentially, without collaboration between the coaches.)
- Prior years' statistics
- Tryout #2 scores

MYBA believes that its tryout and team selection procedures will produce appropriate placement of players on teams. Compliance with these rules and procedures is in the best interest of all MYBA players, parents, and coaches. Arbitrator(s) shall make the final decisions regarding team selection based upon coach input and the established criteria published prior to each year's tryout period.

Timing – Tryouts are generally scheduled in the month of February, although the association may at times also utilize fall tryouts as determined at the sole and absolute

discretion of MYBA. While MYBA attempts to establish dates that present the least conflict with other sports (i.e. hockey and basketball, etc.) and to provide ample time for non-selected player-candidates to register for in-house or other teams, dates chosen shall be at MYBA's sole and absolute discretion.

Location – The location of tryouts shall be established each year by MYBA, and while it attempts to select a convenient location, the decision as to the location of the tryouts shall be within MYBA's sole and absolute discretion.

Format – The overall format for tryouts shall be within MYBA's sole and absolute discretion. The format of tryouts may vary from year to year and may vary with each age group. MYBA is committed to continuous improvement and as such will work to refine and improve the tryout process where possible. MYBA's goal is to fairly evaluate all player-candidates and to place all candidates at the appropriate level.

Call-Back Tryouts – MYBA may decide to have call-back tryouts in conjunction with the team selection process. MYBA may use any date, location, and format it deems necessary. The format for call-back tryouts shall be within MYBA's sole and absolute discretion to determine the most appropriate team selection.

Eliminating Tryouts – MYBA may elect to eliminate tryouts in a given year for a certain age group. As an example, when a team (typically in an older age group) has an established history with MYBA, and it is anticipated by MYBA that there will be insufficient numbers of qualified candidates to tryout at that age group, MYBA may elect to eliminate tryouts at that age group to save the time and expense of a tryout. MYBA shall not use, nor shall any MYBA participant persuade MYBA to use, the elimination of tryouts as a means of manipulating the team selection process. MYBA anticipates using the tryout elimination option primarily as a time and expense saving measure.

Injury or Illness – If a player-candidate is unable to attend the tryout date set by MYBA due to an injury or illness, (or for any other reason), MYBA, within its sole and absolute discretion, will evaluate the player-candidate based on the player's past tryout scores, the coaches' PTR and the player's past performance statistics. There is no guarantee that a player-candidate that is unable to attend the tryouts will be placed on a team. If the player-candidate has never played for MYBA, the player-candidate may receive the lowest spot available on a team within his age group, if one is available. Any player-candidate who is unable to make the tryouts for ANY reason, including the call-back tryouts, must accept the team selection decision made by MYBA, within its sole and absolute discretion.

Evaluators – MYBA will decide, within its sole and absolute discretion, the personnel it will use as qualified and impartial evaluators to judge the baseball skills of its player-candidates at tryouts. The evaluators shall score player-candidates based upon the scoring system in place for that age group as determined by MYBA within its sole and absolute discretion. An impartial evaluator is someone who

1. is not affiliated with MYBA but has sufficient baseball expertise, in MYBA's

- judgment, to evaluate the skills of MYBA player-candidates,
2. was formerly affiliated with MYBA, such as a former head or assistant coach,
 3. is a current MYBA head or assistant coach, provided that person shall not evaluate player-candidates within the age group that s/he coaches.

Role of Coaches – MYBA coaches will not directly participate in tryout drills and evaluation (unless evaluating player-candidates that are NOT within the age group s/he coaches), but may be on hand to passively observe. Coaches shall participate in the team selection process and shall follow the MYBA rules and procedures regarding tryout and team selection. Coaches shall also follow the arbiter’s final decision regarding team selection.

Compiling/Reporting of Tryout Results – Evaluators shall return all worksheets and documentation to a designated MYBA representative at the end of each tryout session. At the conclusion of tryouts, authorized MYBA representatives shall organize and compile tryout results for each player-candidate. Tryout data is confidential. Any person receiving an authorized distribution of tryout data shall use the data for its intended purpose only and for no other use. Any person receiving an unauthorized distribution of tryout data shall immediately return the data to a MYBA Board member. MYBA, in its sole and absolute discretion, may require the return of tryout data at any time. No copies or reproductions of tryout data shall be made except by the MYBA President, MYBA Travel Director, or a person(s) expressly authorized to do so by MYBA.

Team Selection

Draft – MYBA shall establish a date and location for team selection as soon as possible following the completion of tryouts. The MYBA Travel Director or other authorized MYBA representative shall administer and supervise the draft at each age group and level. MYBA shall have an arbiter(s) present to resolve conflicts, facilitate the negotiation between coaches and make the final decisions regarding team selection. The arbiter(s) shall be selected by MYBA and shall follow MYBA policies and procedures with regard to team selection decisions. MYBA may elect to remove or replace an arbiter(s) at any time for any reason.

MYBA Pre-Draft Recommendation Meeting – In an effort to make the draft run as smoothly and efficiently as possible, a sub-committee of the MYBA Board may hold a pre-draft meeting. At that meeting, the subcommittee shall review a number of criteria, including but not limited to, tryout data, quantity and quality of player-candidates, quantity and quality of prospective coaches, and MYBA’s ability to manage teams and expenses in an effort to determine potential player placement, the number of teams at each age group and the level of play at each age group.

Team Representatives at the Draft – Each team that is established by MYBA for the upcoming season shall be represented by a head coach and/or an assistant coach, or other representative as permitted or selected by MYBA. This person(s) shall be the team’s authorized representative (“Team Representative”). The Team Representative shall have the authority, subject to MYBA’s policies and procedures on team selection, to select

players-candidates at the draft for the team's roster.

AAA, AA, A Teams – MYBA shall determine which skill level teams to field in each age group: AAA (superior), AA (moderate), A (lowest/developmental). MYBA's determination is based upon many considerations, including but not limited to, quantity and quality of prospective players, quantity and quality of prospective coaches, MYBA's administrative capacity to manage teams and expenses, and availability and expense of facilities. Generally, MYBA will attempt to field teams at the AAA, AA, and A levels in all age groups if varying factors permit. MYBA may decide to field any combination of the above skill levels at each age group or certain age groups. MYBA may also omit a skill level team at a certain age group, or may have more than one skill level team at a certain age group.

Skill Level Priority – If MYBA decides to have an AAA team at a certain age group, that team shall have priority in selecting players at the draft. The AAA team shall be fully drafted prior to any other team selecting players at that age group. The same order of priority exists if MYBA decides to have greater and lesser skilled AA teams at that same age group, or AA and A teams at that same age group.

Number of Players per Team –MYBA, within its sole and absolute discretion, shall decide the number of players on each team for each age group and level. For budgeting purposes, MYBA has established that each team will attempt to field a minimum of 12 players and a maximum of 13 players. In rare circumstances, MYBA will field teams with 11 (primarily at the AAA level) or 14 players, in an effort to maximize the number of teams and minimize the number of qualified players displaced from the program.

The Draft – The draft shall be arranged as soon as possible after all tryouts are completed. The draft shall be administered and supervised by the MYBA Travel Director or other authorized MYBA representative(s). An arbiter shall also be present to resolve conflicts and facilitate negotiations over team selection issues. The AAA team shall fill its roster first, then all AA teams, and finally all A teams until all team rosters are complete within any age group.

Final team selection shall be based upon MYBA's team selection guidelines, coaches' input, tryout evaluation criteria which includes all tryout scores, and the arbiter's final decision.

Unqualified Players – After all tryouts are completed, in some cases, MYBA reserves the right to cut players if they do not meet minimum skill standards as defined by MYBA and will be informed of such as soon as possible.

Player Invitations – Players selected will be contacted by the Team Representative as soon as possible after the draft to extend an invitation to play. The Team Representative shall request that players accept or decline promptly. Players accepting the invitation shall pay their participation fees to MYBA by a date established by MYBA, otherwise, players shall forfeit the invitation. Team representatives shall promptly contact the MYBA Travel Director or other authorized MYBA representative once all invitations have

been accepted or declined.

Authority to Make Changes to Team Rosters and Coach Personnel – MYBA, within its sole and absolute discretion, has the authority to make changes to team rosters and coach personnel, including but not limited to, re-rostering players, additions or dismissals, and changing a team’s level of competition (from AA to A, etc.). MYBA shall consider a number of factors, including but not limited to, the quantity and quality of player-candidates, tryout results, status of invitations to play, quantity and quality of coaches, MYBA’s administrative and management capacity, league considerations, expense and availability of facilities.

5. Coaching

Philosophy

Ultimately, MYBA's goal is to teach players to play baseball the right way; that is, to play fundamentally sound baseball and represent Minneapolis with class and sportsmanship. The MYBA Board of Directors considers teaching the game of baseball the most important element of the MYBA mission. MYBA fully expects coaches to help us enthusiastically accomplish these goals.

Every year, we receive feedback from parents about our organization and coach performance that helps refine our tryouts, team selection process, and other policies. As parent expectations in the area of player development continue to rise, MYBA continually raises the bar for its coaches. The following clearly summarizes MYBA's expectations and requirements for coaches relative to the MYBA mission.

Basic Requirements

Application/Interview Process -- To become a MYBA Head Coach, the MYBA Board requires that all candidates interview with the MYBA Coach Selection Committee. Applicants must also complete a criminal background check as stated in the MYBA Traveling Baseball Handbook.

Coach Re-certification/Annual Evaluation -- Incumbent MYBA coaches are not guaranteed a coaching position in the next season. To continue coaching in MYBA, incumbent coaches are required to meet with the MYBA Coach Selection Committee each year to review their performance, parent feedback, and to provide player evaluations to facilitate the team selection process for the following season. New individuals interested in coaching for MYBA must interview with the MYBA Coach Selection Committee and be selected by the committee to coach a MYBA team.

Reporting Statistics -- Player statistics are an integral part of the MYBA team selection process. Therefore, coaches are required to appoint a team statistician to maintain game statistics for every player on the team. Coaches are required to submit these statistics,

along with their Pre-Tryout Ranking (PTR) for each player, to the MYBA Board at the conclusion of each season.

Basic Criteria -- MYBA also evaluates candidates based on prior baseball coaching experience, coaching experience in other sports, rapport with players, organizational skills, willingness to devote the required time, and feedback from parents of players of teams coached previously.

Removal of Coaches -- Removal of a coach resides within the sole and absolute discretion of the MYBA Board. Coaches may be removed or suspended for the following reasons:

- Failure to perform duties, or comply with MYBA's policies and procedures
- Failure to achieve satisfactory ratings in post-season surveys
- Consistent level of complaints (written and verbal) from parents, umpires, coaches, players, and league officials
- Conduct detrimental to the players, the team, the organization, and/or the parents
- Abusive behavior towards players, parents, opposing players, coaches, spectators, umpires, volunteers, or league officials

In the event of a complaint(s), a representative(s) of the MYBA Board will promptly investigate all relevant facts pertaining to the complaint. Once the investigation is complete, the results will be communicated to the coach and to the MYBA Board. If the complaint is founded, resolution of the complaint is within the sole and absolute discretion of the Board. Resolution may include, but is not limited to, a reprimand and warning, suspension or removal.

Expectations

Coach/Child Objectivity -- MYBA recognizes that many parents can successfully coach their child's team. However, MYBA also expects that parent coaches assess all players within their charge with ultimate objectivity regarding playing time at key positions ***and to not offer an unfair advantage to their child.*** MYBA also requires that parent coaches defer to other objective evaluators with regard to grading their child's playing ability and placing the child at a playing level appropriate to his skills. Furthermore, a parent cannot coach at a level higher than their child's ability.

Placing Players at Appropriate Levels -- In the interest of offering players the best opportunity to develop their skills prior to high school, MYBA's goal is to always place players at a level where they are challenged, yet not over-matched. Further, MYBA expects coaches to share this goal and not persuade players to play at a level below their skills (due to friendships or to strengthen a roster), or lobby to place a child at a level above their ability (due to friendships or past performance). In the event a player contemplates 'playing down' for whatever reason, MYBA expects the coach to strongly encourage the player to play at the level that offers the most challenge and greatest opportunity for skill development.

Recruiting Restrictions -- MYBA coaches are prohibited, either directly or indirectly, from recruiting current players from another MYBA team. A current player is one who currently plays on a MYBA team, who has been selected by a MYBA team at the draft, or who played for a MYBA team in the preceding season. Influencing players to move from one team to another without the consent of MYBA will not be tolerated and anyone engaged in this behavior shall be subject to discipline by the MYBA Board, including suspension or removal.

Demeanor -- While it is important that a coach have baseball expertise, it is equally important that the coach be sensitive to the welfare of the individual players. Coaches must treat all players in an equitable and fair manner. Coaches must demonstrate good sportsmanship, self-control, and proper behavior at all times. Coaches must display the ability to remain even-tempered under pressure, to impart knowledge to each individual player, and to be reasonably sensitive to kids' developmental requirements.

Manipulation -- No MYBA coach, or anyone acting under his authority, shall attempt to inappropriately influence or manipulate tryouts, evaluations, or the team selection process. Any coach who fails to comply with this provision may be subject to disciplinary action including suspension or removal, within the sole and absolute discretion of MYBA.

Practice/Player Development -- Developing players so they can compete successfully against the state's best baseball programs requires a substantial commitment. Coaches are expected to conduct a minimum of three practices per week during the pre-season (4/1-5/15) and conduct at least two practices per week once the season begins (5/15 – 7/30). This is an average of four events per week. Coaches are also expected to develop four to six pitchers per team, so that the burden of pitching does not rest with a couple of young arms. Coaches are also expected to develop about three catchers per team.

Required Practice Format -- MYBA expects each head coach to have a solid practice plan designed to consistently improve fundamentals over the course of a season.

Time Commitment and Responsibilities -- Head coaching applicants should understand that leading a MYBA team is a time consuming proposition. Coach responsibilities include, but are not limited to, participation in the tryout process, attendance at meetings conducted by the Metro Baseball League (including the initial organizational meeting and the scheduling meeting); making arrangements for tournament participation, providing regular information regarding practices and games to the players' parents, coordinate obtaining equipment and uniforms; and, assisting with field preparation, if required.

Volunteer Coordination -- Building a successful team requires delegation of a variety of tasks. Coaches are required to recruit parent volunteers for assistant coaches, scheduling practice fields, collecting fees, coordinating rides, keeping the scorebook and player statistics, maintaining a phone tree, and any other management duties outside of player development. Coaches are also ultimately responsible for making

sure all player fee obligations have been met.

Continuous Improvement of Coaching Skills -- MYBA requires that all coaches attend training provided directly by MYBA or attend coaches' clinics each year, such as the clinics offered at the University of Minnesota, St. Olaf, and others. All coaches with less than two years of MYBA coaching experience must attend mandatory MYBA coaches' training. Coaches with at least two years of satisfactory coaching experience may or may not be required to attend the training, depending upon their parent feedback.

6. Risk Management

Child Abuse

The well being of its players is an issue of critical importance to MYBA. MYBA will not tolerate the abuse of any child. We make an active effort to prevent child abuse in our programs. We will take any allegations of abuse made by children and others very seriously and refer all allegations to local child protection authorities for investigation. We will fully cooperate in those investigations.

Criminal Background Checks

A nonprofit youth athletic association has the responsibility, by statute, to request its workers, including volunteers, to submit to a criminal background check. Minnesota Statutes §299C.61-299C.62 establishes a procedure for a "children's service provider" to have a background check. MYBA requires an annual background check of all coaches and board members. MYBA does not require applicants to pay the cost of the background check.

Game Injuries

A player or coach who is bleeding or who has an open wound shall be prohibited from participating in a game until appropriate treatment is administered or until the bleeding stops. If medical care cannot be administered in a reasonable amount of time as determined at the discretion of the umpire, the player or coach shall be removed from the game. A player may be required to change his uniform if it is substantially blood-stained, again, at the discretion of the umpire.

Inclement Weather

Player safety will dictate all weather related situations.

Practices – In the event of inclement weather, the coaching staff will determine whether there will be a practice. Communication of the status of practice will be made at least 45 minutes prior to practice.

Games – The home team's coach is responsible for determining whether the game will begin. For home games played at the Neiman Complex, the Minneapolis Park & Recreation Board (MPRB) head of maintenance will determine if fields are 'unplayable' prior to game time. The MYBA Travel Director will keep coaches updated on field conditions. Unless you receive a call from your team's coach, you should arrive at the site of the game or practice as scheduled. Weather conditions can vary widely even over short distances, so generally, decisions regarding whether to play are made at the field site.

Once game play begins, the umpire is responsible for determining whether play should be halted. Under MBL rules, if a game is halted due to inclement weather, the game is resumed in precisely the same situation as when it was suspended (i.e. outs, runners on base, hitter, count, etc.), regardless of the time interval (days, weeks) between suspension and resumption.

Games and practices shall be suspended when lightning is visible. Parents are requested to ensure that if they cannot attend a game or practice, that arrangements are made to retrieve their child(ren) if bad weather suddenly threatens.

Equipment Abuse

Players shall not abuse equipment used for MYBA purposes whether the equipment is owned by MYBA, a coach, player, or another party. During games, each instance of equipment abuse will result in the benching of the offending player for the remainder of the game. At the umpire's or coach's discretion, one warning may be given.

If equipment is willfully damaged by a player, that player and his parents shall be liable for the cost of replacement or repair as elected by the equipment owner. This policy applies to equipment owned by MYBA or any other party. (For example, if a player is kind enough to share his bat with the team and another player intentionally damages it, the player causing the damage shall replace or repair it at the owner's election.) Players may be suspended from participation in future games or practices until reimbursement is made.